

**DMDC Report No. 95-014**  
**April 1997**

**The 1995 Armed Forces  
Sexual Harassment Survey:  
Administration, Datasets, and  
Codebook for Form A**



**Defense Manpower Data Center  
Survey & Program Evaluation Division  
1600 Wilson Boulevard, Suite 400  
Arlington, Va. 22209-2593**

*1997 0430 043*

REPORT DOCUMENTATION PAGE			Form Approved OMB No. 0704-0188	
Public reporting burden for this collection of information is estimated to average 1 hour per response, including the time for reviewing instructions searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to Washington Headquarters Services, Directorate for Information Operations and Reports, 1215 Jefferson Davis Highway, Suite 1204, Arlington, VA 22202-4302, and to the Office of Management and Budget, Paperwork Reduction Project (0704-0188), Washington, DC 20503.				
1. AGENCY USE ONLY (Leave Blank)		2. REPORT DATE 29 Apr 97	3. REPORT TYPE AND DATES COVERED Final (15 Feb 95 -- 18 Sep 95)	
4. TITLE AND SUBTITLE The 1995 Armed Forces Sexual Harassment Survey: Administration, Datasets, and Codebook for Form A			5. FUNDING NUMBERS	
6. AUTHOR(S) Jack E. Edwards, Timothy W. Elig, Deborah L. Edwards, and Richard A. Riemer (DMDC)				
7. PERFORMING ORGANIZATION NAME(S) AND ADDRESS(ES)  Data Recognition Corporation, 5900 Baker Road, Minnetonka, MN 55345			8. PERFORMING ORGANIZATION REPORT NUMBER C - DASW01-94-H-0006 (DO No. 0002)	
9. SPONSORING/MONITORING AGENCY NAME(S) AND ADDRESS(ES)  Defense Manpower Data Center (DMDC), Survey & Program Evaluation Division, 1600 Wilson Boulevard Suite 400, Arlington, VA 22209			10. SPONSORING/MONITORING AGENCY REPORT NUMBER  95-014	
11. SUPPLEMENTARY NOTES				
12a. DISTRIBUTION/AVAILABILITY STATEMENT  Approved for public release; distribution is unlimited.			12b. DISTRIBUTION CODE	
13. ABSTRACT (Maximum 200 words)  DMDC conducted the first Joint-Service, active-duty sexual harassment survey in 1988. In 1994-95, DMDC updated and re-administered the survey. This codebook and two others document survey-administration procedures and the datasets for the three 1995 surveys forms. Form A replicated the 1988 survey that produced the initial baseline data on sexual harassment in the active-duty Services. Form B differed from Form A in three major ways. It provided (a) an expanded list of 25 potential harassment behaviors; (b) an opportunity to report on experiences that occurred outside normal duty hours, not at work, and off the base, ship, or installation; and (c) updated measures of members' perceptions of complaint processing, reprisal, and training. Form C was created from parts of Forms A and B to assess the overlap of the incidence measures in the two Forms. A non-proportional stratified random sample of 91,006 personnel were selected: 30,756 for Form A, 50,394 for Form B, and 9,856 for Form C. Data collection was by mail starting 15 February 1995. Usable surveys were returned by 47,255 Service members for a weighted response rate of 54%. Responses were weighted up to population totals, adjusting for differential sampling and response rates in demographically homogenous groups.				
14. SUBJECT TERMS active-duty                      survey methods survey                              survey administration sexual harassment			15. NUMBER OF PAGES 524	
			16. PRICE CODE	
17. SECURITY CLASSIFICATION OF REPORT  Unclassified	18. SECURITY CLASSIFICATION OF THE PAGE  Unclassified	19. SECURITY CLASSIFICATION OF ABSTRACT  Unclassified	20. LIMITATION OF ABSTRACT  UL	

**THE 1995 ARMED FORCES  
SEXUAL HARASSMENT SURVEY:  
ADMINISTRATION, DATASETS, AND  
CODEBOOK FOR FORM A**

**Jack E. Edwards, Timothy W. Elig,  
Deborah L. Edwards, and Richard A. Riemer**

**with survey operations support from  
Data Recognition Corporation**

**Defense Manpower Data Center  
Survey & Program Evaluation Division  
1600 Wilson Boulevard Suite 400, Arlington, VA 22209**

## Acknowledgments

Data collection and dataset preparation for the 1995 Armed Forces Sexual Harassment Survey were performed by Data Recognition Corporation (DRC) under contract DASW01-94-H-0006, Delivery Order 0002. Contributing staff at DRC include the Federal Government Team (Lee Brekke, Jim Fisher, Bryan LaSell, Jane Allen, Allison Schultz, Jill Tegg), the Comment Processing Team (Paula Eckel, Jean Wiley, Val Erickson, Barb Anderson), and the Survey Operations Team (Barb Roff, Dan Murphy) in the Survey Division, as well as the staffs of the Clerical Operations (Diane Hambrick, Diane Burmis, Penny Johnson, Dave Maurek, Dan Reid, Rosie Albrecht, Rhonda Robeck, Karen DuChene, Jeni DeStasio, Carol Meyer, Annette Kline, Judy Sirny), Laser Printing (Dan Sawatzky and staff), Inserting (Gary Hummel and staff), and Warehousing (Bob Tanke and staff) departments.

Design of the survey instruments was directed by Deborah L. Edwards, who is now at the U.S. General Accounting Office. We also want to thank Mary H. Weltin who helped with question edits and pretesting. We especially appreciate the reviews and thoughtful discussions with Louis E. Fitzgerald of the University of Illinois at Urbana-Champaign on our adaption of the *Sexual Experiences Questionnaire* (SEQ; Fitzgerald et al., 1988).

Special thanks to the Service members who helped with our pretesting of the instruments and to all the reviewers who helped us sharpen and refine the items in the questionnaires.

Timothy W. Elig  
Chief, Survey and Program  
Evaluation Division



## Executive Summary

Defense Manpower Data Center (DMDC) conducted the first Joint-Service, active-duty sexual harassment survey in 1988. In 1994-95, DMDC updated and re-administered the survey. Updating the survey accomplished two important objectives: addressing current Department of Defense (DoD) policy concerns and incorporating recent advances in the understanding and measurement of sexual harassment. This codebook and two others (Edwards, Elig, Edwards, & Riemer, 1997a; 1997b; 1997c) document the survey-administration procedures that were used and the datasets that resulted from the 1995 survey.

### Survey Instruments

Three surveys were developed and administered. *Form A* (see Appendix A) replicated the DoD-wide 1988 *Survey of Sex Roles in the Armed Forces* that produced the initial baseline data on sexual harassment in the active-duty Services (Martindale, 1990). The sole purpose of administering the *Form A* survey was to compare 1988 and 1995 incidence rates.

*Form B* (see Appendix B) differed from *Form A* in three major ways. It provided (a) an expanded list of 25 potential harassment behaviors; (b) an opportunity to report on experiences that occurred outside normal duty hours, not at work, and off the base, ship, or installation; and (c) expanded and updated measures of service members' perceptions of complaint processing, reprisal, and training. The main purposes of the *Form B* survey were to assess:

- what subgroups of the active-duty military experienced unwanted, sex/gender-related behaviors;
- the context, location, and circumstances under which such experiences occurred;
- the extent to which these experiences were reported and, if reported, members' satisfaction with the complaint process and outcome;
- the extent to which those attempting to report harassment experienced reprisal;
- the amount of training on sexual harassment and members' assessment of the effectiveness of that training; and
- service members' views of leadership commitment and of progress in reducing the incidence of sexual harassment.

Although many *Form B* items were based on those used in the 1988 DoD-wide survey, *Form B* was developed specifically for the 1995 survey and incorporated recent measurement and theoretical advances in sexual harassment research. *Form B* items measuring sexual harassment were largely based on work by Fitzgerald and her colleagues and were modeled after the *Sexual Experiences Questionnaire* (SEQ; Fitzgerald et al., 1988). The SEQ is widely used and is generally considered the best instrument available for assessing sexual harassment experiences (Arvey & Cavanaugh, 1995). The large number of new and revised items in *Form B* required

developing and pretesting several iterative versions of the questionnaire. *Form B* was pretested at six sites using 18 focus groups with a total of approximately 130 participants.

*Form C* (see Appendix C) was created from parts of *Forms A* and *B* and was administered to a smaller sample of active-duty members. It was developed to assess the overlap of the incidence measures in the two *Forms*. *Form C* was administered solely to aid in the transition to using *Form B* in future research.

### **Survey Administration**

The survey population included the worldwide distribution of Army, Navy, Marine Corps, Air Force, and Coast Guard military personnel who had approximately six or more months of active-duty service. Except for *Form A*, the survey population also included members of the National Guard and Reserve Components on active assignments of more than 179 days (AGR/TARs). Flag and general officers were excluded because they are such a small group that their confidentiality could not be assured.

Information for constructing the sampling frame was taken from DMDC's October 1994 Active Duty Master File (ADMF) and DMDC's September 1994 Reserve Components Common Personnel Data System (RCCPDS). The ADMF and RCCPDS provided the information for constructing sampling strata and determining the sample size and allocation.

A non-proportional stratified random sample of 91,006 personnel were selected: 30,756 for *Form A*, 50,394 for *Form B*, and 9,856 for *Form C*. The sample consisted of approximately 4 women to each man to allow for finely defined reporting domains for women. This oversampling of women was necessary to insure sufficient power for analyses of the subgroups most at risk for sexual harassment.

Data collection was by mail. An introductory letter explaining the survey and soliciting cooperation was sent to the sample starting 15 February 1995. The introductory letter was followed about six weeks later by a package containing a questionnaire and instructions for completing and returning the survey. About three weeks after the survey was first sent, another letter was sent (a) to thank individuals who had already returned the questionnaire and (b) to ask nonresponders to complete and return the questionnaire. At approximately four weeks and eight weeks after the initial survey mailing, second and third questionnaires (with letters stressing the importance of the survey) were sent to individuals who had not responded to previous mailings.

Usable surveys were returned by 47,255 Service members (13,599 for *Form A*, 28,296 for *Form B*, and 5,360 for *Form C*). The weighted response rate was 54% overall (46% for *Form A*, 58% for *Form B*, and 56% for *Form C*). Responses were weighted up to population totals, adjusting for differential sampling and response rates in demographically homogenous groups. Details on sampling and weighting are reported by Mason et al. (1996).

Care was taken in the preparation of analysis files to provide public-access to data from these surveys with sufficient information for accurate estimations, while meeting requirements for participant and non-participant anonymity.

## Table of Contents

	<u>Page</u>
Introduction .....	1
Purpose .....	1
Background .....	1
General History of DoD-wide Sexual Harassment Assessment .....	1
Preliminary Issues in the Assessment of Sexual Harassment .....	2
Comparison of Forms and Procedures 1995 Versus 1988 .....	3
Method .....	5
Survey Instrument .....	5
Form A .....	5
Form B .....	5
Form C .....	7
Using the Crosswalks .....	7
Sample .....	8
Stratification Variables .....	8
Constructing the Frame and Drawing the Sample: An Overview .....	8
Sample Sizes: Drawn, Eligible, and Locatable Samples .....	9
Location Rates, Response Rates, and Completion Rates .....	13
Survey Materials and Their Distribution .....	16
Letters .....	16
Survey Control System (SCS) .....	16
Address-update Procedure .....	18
General Mailing Procedures .....	19
Description of Each Mailing or Re-mailing .....	20
Processing Returned Surveys .....	24
Preparing the Scoring Software and Coding Scheme .....	25
Creating the Scored Datasets .....	26
Capturing Respondent-supplied Statements .....	26
Survey Analysis Files .....	29
Estimation .....	29
Data Structure .....	30
Survey Analysis File .....	30
Methods Analysis File .....	32
Duplicates Analysis File .....	32
Guide to Using the Public-release Files .....	32
Variables in the Survey Analysis Files .....	32
A Description of the Information in Appendix G .....	37
References .....	41

## Table of Contents (Continued)

### Page

### Appendices

A. <i>Status of the Armed Forces Surveys: 1995 Form A—Sex Roles in the Active-Duty Military</i> .....	A-1
B. <i>Status of the Armed Forces Surveys: 1995 Form B—Gender Issues</i> .....	B-1
C. <i>Status of the Armed Forces Surveys: 1995 Form C—Gender Issues</i> .....	C-1
D. Crosswalk to Identify Identical and Similar Items across Forms .....	D-1
E. Coding Scheme for the <i>Status of the Armed Forces Surveys: 1995 Forms A-C</i> .....	E-1
F. Variable List for the Survey Analysis Files .....	F-1
G. Frequency and Percentage Distributions for Variables in the Survey Analysis Files .....	H-1
H. Flat File (OS) Layout for the Survey Analysis File .....	I-1
I. Copies of the Letters Sent to Potential Respondents .....	I-1
J. Notes on Analysis of the 1995 Datasets .....	J-1
K. Occupation Groups Classification .....	K-1
L. Report Documentation Page .....	L-1

### List of Tables

1. Demographics of the Drawn Sample .....	10
2. Sample Sizes: Frequency Counts and Percents of the Sample Relative to the Size of the Drawn Sample .....	11
3. Location Rates, Response Rates, and Completion Rates .....	14
4. Weighted Response Rates .....	15
5. Mailings for All Three Forms: Dates, Numbers of Pieces Sent, and Outcomes .....	21
6. Mailings for <i>Form A</i> : Dates, Numbers of Pieces Sent, and Outcomes .....	21
7. Mailings for <i>Form B</i> : Dates, Numbers of Pieces Sent, and Outcomes .....	22
8. Mailings for <i>Form C</i> : Dates, Numbers of Pieces Sent, and Outcomes .....	22
9. Analysis File Names .....	30
10. Variables Indicating How Many Times Missing Codes were Found on Each Record .....	34

### List of Figures

1. Address Updating Process .....	20
2. The Structure of the Survey Analysis Files .....	31
3. The Structure of the Methods Analysis Files .....	33
4. Example of a Table from Appendix G .....	38

# **THE 1995 ARMED FORCES SEXUAL HARASSMENT SURVEY: ADMINISTRATION, DATASETS, AND CODEBOOK**

## **Introduction**

### ***Purpose***

Defense Manpower Data Center (DMDC) conducted the first Joint-Service, active-duty sexual harassment survey in 1988. In 1994-95, DMDC updated and re-administered the survey. Updating the survey accomplished two important objectives: addressing current Department of Defense (DoD) policy concerns and incorporating recent advances in the understanding and measurement of sexual harassment. This codebook and two others (Edwards, Elig, Edwards, & Riemer, 1997a; 1997b; 1997c) document the survey-administration procedures that were used and the datasets that resulted from the 1995 survey.

### ***Background***

#### ***General History of DoD-wide Sexual Harassment Assessment***

In the 1988 DoD-wide assessment (Martindale, 1990) of sexual harassment in the military, questionnaires were sent to approximately 38,000 active-duty military personnel in the four DoD Services and the Coast Guard. The resulting data were weighted to compensate for over- and under-sampling and nonresponse so that findings could be projected to the population and subgroups within the population. Several important findings emerged. For instance, 22% of military members reported experiencing at least one form of sexual harassment in the year prior to the survey. Female personnel (64%) were almost four times more likely than were males (17%) to experience some form of sexual harassment. Experiences ranged from sexual teasing and jokes (7% of females), attempts at touching or cornering (25% of females), pressure for sexual favors (12% of females), and actual or attempted rape or sexual assault (5% of females).

Discussions regarding re-administering the survey began during 1992, but no decision was made to do so until 1993. When discussions were resumed in early 1993, two conflicting needs surfaced. One consideration was the desire to update the questionnaire by addressing current policy concerns and incorporating recent advances in the understanding and measurement of sexual harassment. The second consideration was the need to compare findings from the proposed survey to 1988 findings.

The two considerations noted above were at cross purposes. Revision of the 1988 instrument could affect how respondents would answer. Furthermore, even without any changes in the instrument, events that had occurred during the intervening five years would influence the results of any comparison between the two surveys. For example, awareness of sexual harassment had increased in both the military and civilian organizations through events such as

Tailhook and the Clarence Thomas confirmation hearings. In addition, DoD and the Services issued new, stronger policies on sexual harassment and began requiring extensive training on the prevention of sexual harassment.

In 1994, in an effort to obtain the advantages of a new instrument while preserving the ability to compare across years, Edwin Dorn, the Under Secretary of Defense (Personnel and Readiness), approved administering three forms of the sexual harassment survey.

- *Form A* is a re-administration of the 1988 survey; it provides researchers with data for a fairly unambiguous comparison of 1988 and 1995 sexual harassment incidence rates.
- *Form B* builds on the content of the 1988 survey, includes current policy issues, and incorporates recent advances in the understanding and measurement of sexual harassment.
- *Form C* is a research form that links the sexual harassment behavior list in the 1988 survey and *Form A* to the behavior list in *Form B*.

### ***Preliminary Issues in the Assessment of Sexual Harassment***

Central to all three versions of the survey is the issue of how to measure sexual harassment in a manner conforming to DoD policy. At the time the surveys were developed and fielded, DoD policy (Secretary of Defense, 1994) stated that, "Sexual harassment is a form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

- (1) submission to such conduct is made either explicitly or implicitly a term or condition of a person's job or career, or
- (2) submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person, or
- (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile, or offensive working environment."

In *Sexual Harassment: Illegal, Repugnant, Undermining* (1994), Edwin Dorn noted that DoD was developing a definition to be consistent with the Supreme Court decision in *Harris v. Forklift Systems, Inc.* (1993). In that decision, the Supreme Court maintained that even without causing psychological harm an "abusive work environment" can detract from employees' job performance, discourage them from staying in the job, or keep them from advancing in their careers.

Investigation of sexual harassment within DoD could have been performed with either of two approaches that have appeared in the research literature. The direct-question approach asks respondents if they have experienced sexual harassment during some specified time frame (e.g., 6 or 12 months). The more common behavioral-list approach presents respondents with a list of specific, sex-related behaviors and asks them if they experienced the behaviors during a specified time.

Civilian research (e.g., see Arvey & Cavanaugh, 1995, for a review of methodological problems encountered when assessing sexual harassment) and DMDC field tests showed that respondents often consider many factors (e.g., their relationship to the perpetrator, their perception of the perpetrator's intent, and their own ideas about the culture of the environment), in addition to the behavior, before labeling an experience as sexual harassment. For many respondents, the set of *behaviors reported as unwanted, inappropriate, and sex-related* appears to be much larger than is the set of *behaviors labeled as sexual harassment*. Research (Culbertson & Rosenfeld, 1994) on active-duty Navy personnel has shown that the behavior-list method results in a considerably higher sexual harassment incidence rate than does the direct-questioning approach.

Choice of one method over the other method must consider constraints associated with these measurement procedures. The problem with the direct-question method is that respondents are sometimes reluctant to use the label of sexual harassment. That is, they report experiencing unwanted sex-related behavior but do not call those behaviors sexual harassment. The behavior-list technique also has a major disadvantage. It never directly asks the individual to conclude whether an experience/behavior was, or was not, interpreted as sexual harassment.

The 1988 DoD-wide survey of sexual harassment (and therefore 1995 *Form A*) was patterned after the U.S. Merit Systems Protection Board's (1981) sexual harassment survey in that it used the behavior-list approach in determining sexual harassment incidence rates. Respondents were presented with nine categories of behaviors such as "actual or attempted rape or sexual assault" and "sexual teasing, jokes, remarks or questions." Incidence rates were calculated based on the number of respondents who answered that they had experienced at least one of these behaviors.

With two major modifications, the behavior-list approach was selected for *Form B* of the 1995 DoD-wide assessment. If respondents marked having experienced any of the listed behaviors, they were asked if they considered any of the marked behaviors to have been sexual harassment. In this way, both of the previously discussed methods of measuring sexual harassment were used in a single instrument. A second major modification was that the 1988 DoD behavior list was completely revised and the new list was modeled after the *Sexual Experiences Questionnaire (SEQ)*; Fitzgerald et al., 1988). The new, more precise list was used to decrease the ambiguity associated with the behavior groupings used in 1988 DoD behavior list. The new list limited the type of behavior contained in each item, thereby providing a more precise categorization of sexual harassing behaviors.

### ***Comparison of Forms and Procedures: 1995 Versus 1988***

Several other methodological differences are found in the 1995 versus 1988 approaches. These differences are identified here so that researchers, analysts, and other readers can keep them in mind while studying the 1995 survey findings and comparing 1995 results to 1988 statistics. Many of the 1988 versus 1995 differences were the result of a need to use similar methods across the three 1995 forms. The following list identifies the major differences.

- All 1995 forms used optical-mark-read formatting rather than the printed, key-entry format of the 1988 form. Also, *Forms B* and *C* were printed in color (rather than black and white) and included highly detailed versions of the Service logos on the front cover.
- Some of the demographic questions (e.g., race/ethnicity and marital status) and their response alternatives were slightly different across the 1988 and 1995 administrations. All three 1995 forms contained the standardized set of demographic questions currently employed in DoD-wide surveys.
- Admirals and generals (paygrades O7 and above) were included only in the 1988 sample.
- The 1995 sample included members with missing values on stratification variables (e.g., for gender and paygrade) and unit addresses. The 1988 sample included only members who had complete data on the stratifying variables and the unit address.
- In 1995, the order of preference for sending a survey was home address, unit (i.e., work) address, and as a last resort, one or more home addresses supplied by a credit-reporting firm. In 1988, all surveys were sent to unit addresses.
- To enhance response rates, the 1995 survey used up to five different contact attempts: a notification letter, an initial survey, a reminder/thank-you letter, and two follow-up survey mailings. In contrast, the 1988 survey used only one survey mailing and a follow-up letter.
- A telephone help line was used only in 1988.
- Respondents returned completed 1995 surveys directly to a commercial mailing/scanning firm. The completed 1988 forms were returned to DMDC which then sent them to a key-entry firm.

The impact of these differences on survey results (e.g., incidence rates) cannot be separated from differences that resulted from non-methodological effects such as new policies, enhanced training, and a heightened awareness of sexual harassment in military and civilian work environments. Recognition of this concern is especially important when comparing findings between the 1988 survey and the 1995 *Form A*.



## Method

### Survey Instrument

#### Form A

As previously mentioned, *Status of the Armed Forces Surveys: 1995 Form A—Sex Roles in the Active-Duty Military* was a re-administration of *1988 Survey of Sex Roles in the Armed Forces*. The 1988 survey was modeled after U.S. Merit Systems Protection Board sexual harassment surveys (e.g., see U.S. Merit Systems Protection Board, 1981; 1988; 1995). Martindale (1990) provided no additional details regarding the development and pretesting of the 1988 survey.

*Form A* is a 16-page survey containing 56 questions. Many of the questions have multiple items. Except for the demographic items, the same wording was used for both the 1988 survey and 1995 *Form A*. The need to keep the items and instructions for *Form A* and the 1988 survey alike made *Form A* pretests a moot issue.

Appendix A contains an annotated copy of *Form A*. The annotations indicate variable names, values for the alternatives, and numbered notes to describe where in Appendix E additional variable-coding information can be found.

#### Form B

*Status of the Armed Forces Surveys: 1995 Form B—Gender Issues* is a 16-page, 133-question (some with multiple items) instrument. Appendix B contains an annotated copy of *Form B*. This survey addressed a wider range of issues than did *Form A*. Bastian, Lancaster, and Reyst (1996, p. 3) noted that *Form B* was designed to assess six aspects of sexual harassment:

- what elements of the active-duty military population had unwanted, gender-related experiences;
- the context, location, and circumstances under which such experiences occurred;
- the extent to which these experiences were reported and, if reported, members' satisfaction with the complaint process and response;
- the extent to which those attempting to report harassment experienced reprisal;
- the amount of training on sexual harassment and members' assessment of the effectiveness of training received;
- service members' views of current policies designed to prevent, reduce, or eliminate sexual harassment; of leadership commitment; and of progress in reducing the incidence of sexual harassment.

In addition to addressing aspects of the sexual harassment experience, *Form B* also included questions about demographics, identification with and commitment to the organization, current mental and physical health, career issues, characteristics of the workplace, and job satisfaction. Because of the unique nature of this survey effort, only three sets of items could be adapted from scales that had appeared in the civilian research literature. *Form B* items measuring sexual harassment were largely based on work by Fitzgerald and her colleagues and were modeled after the *SEQ*, (Fitzgerald et al., 1988). The *SEQ* is widely used and is generally considered the best instrument available for assessing sexual harassment experiences (Arvey & Cavanaugh, 1995). The *SEQ* list of sexual harassment behaviors (see Question 71 in *Form B*) were modified to make the behaviors more applicable to the military sample. The modifications included adding items and providing examples to explain the behaviors. RAND's 36-item health survey (Hays, Sherbourne, & Mazel, 1993) was reduced to the 15 items (see Questions 24 - 33b3 in *Form B*) which had the most relevance for the sample and the purposes of the survey. Third, items from Mowday, Steers, and Porter's (1979) organizational commitment questionnaire were abstracted and modified.

Additional *Form B* items were generated using a variety of methods: item extraction from the 1988 DoD sexual harassment survey, identification of concerns by Defense policy officials, discussions with Service personnel who worked in the equal opportunity offices, and focus groups conducted with military personnel similar to those in the sample. An in-depth discussion of the focus groups is provided because they played such a significant role in the development and refinement of *Form B* items.

The large number of new and revised items in *Form B* required developing and pretesting several iterative versions of the questionnaire. *Form B* was pretested at six installations using 18 focus groups with a total of approximately 130 participants. To ensure the applicability of the items for the population of inferential interest, versions of the survey were pretested on members from all five Services. The layout of the surveys used in the pretests closely approximated that found in the final instrument. The focus groups were conducted in homogeneous groups (female officers, male officers, female enlisted personnel, and male enlisted personnel) of 7 to 10 members from a single Service.

In the 60- to 90-minute focus-group sessions, participants were instructed to imagine that they had received the survey in the mail and to complete it accordingly. Also, participants were asked to write notes on the survey where they had concerns about items, alternatives, or instructions so that these issues could be discussed after the survey was completed. Survey completion typically took from 20 to 40 minutes. After everyone had completed the survey, the focus-group facilitator reviewed the instrument section-by-section, asking for specific comments on each section.

After focus groups at an installation were completed, the facilitator modified the survey to address participants' concerns. In subsequent focus groups, the facilitator probed for further comments from participants to determine whether the implemented changes had corrected the problem or whether additional modifications were warranted. For other items, the facilitator probed to see if all respondents were interpreting the items and contexts similarly. After the

section-by-section review was completed, focus-group participants were asked to give general comments about the survey (e.g., survey length and whether respondents would feel free to answer the questions honestly). At the end of the session, the facilitator gathered the questionnaires to preserve the notes that participants had written.

### **Form C**

*Status of the Armed Forces Surveys: 1995 Form C–Gender Issues* is a 12-page survey that has 35 questions, many of which have multiple items. Appendix C contains an annotated copy of *Form C*. All of the items in *Form C* were taken from Forms A and B. *Form C* was pretested on only 2 focus groups of approximately 20 participants. Additional focus groups were not warranted because wording of the questions had been previously determined in the 1988 questionnaire and in the pretests for *Form B*. The *Form C* pretests were performed to investigate the layout of the material in *Form C*.

### **Using the Crosswalks**

Appendix D contains crosswalks that identify whether an item or a topic was addressed in more than one survey form. Although the crosswalks are similar, they are not identical. The first three columns of each crosswalk provide form-specific information for the three 1995 forms. Entries provide both the item number and the variable name. The fourth column contains a short item description.

The column corresponding to the crosswalk name (e.g., the *Form B* column in the *Form B* crosswalk) is listed first and the rows are sorted according to the numerical order in which items appear in the survey (e.g., *Form B*). The second and third columns in each of the three crosswalks show items that are identical or similar to the item in the first column.

A crosswalk is used by first identifying the item number for a topic of interest. The item number may be determined using any of three methods: looking at the annotated surveys in Appendices A through C, deciphering the item number from the variable name, or examining the tables contained in Appendix G. The item number is then used to locate the crosswalk row(s) that contains the referenced item and the same or any similar item included on another survey. If neither the second nor third columns has an entry for that row, it means that the other two forms do not address that issue. If an entry in either of these columns is followed by an asterisk (\*), the asterisk tells the user that the form contains an item that addresses the same issue, but the other form uses either different item wording or context. If there is an entry in either of these columns and the entry is not followed by an asterisk, the user is informed that the item, alternatives, and context are the same as the item in the first column.

An example is provided to clarify the procedures for using the *Form A* crosswalk in Appendix D. A researcher wants to know if the issue assessed in *Form A* Item 13g is addressed in the other survey forms. The first column of Table D-1 contains the ordered sequence of *Form A* items. Turning to the third page of the listing and locating the rows with 13g in the first column shows that *Form A* Item 13g has 3 similar or identical counterparts on the other survey

instruments. The asterisks after *Form B* Item 97e and *Form C* Item 16e indicate that these items address a similar concern (to *Form A* Item 13g) or the same concern in a different context. *Form C* Item 24g is, however, identical in context and wording to *Form A* Item 13g.

## **Sample**

### **Stratification Variables**

The sampling frame was constructed using five stratification variables: Service, paygrade, gender, race/ethnicity, and duty location. Since in-depth documentation of the sample stratification, selection, and weighting is reported by Mason et al. (1996), only the general levels of the stratification variables are reviewed here.

Service has six levels of stratification: Army, Navy, Marine Corps, Air Force, Coast Guard, and members of the National Guard and Reserves in active-duty assignments in AGR/TARs programs. The paygrade<sup>1</sup> variable constructed for stratification has three levels: E1-E4, E5-E9, WO1-O6. Gender has two levels: male and female. Race/ethnicity has six levels: non-Hispanic White, non-Hispanic Black, Hispanic (any race), non-Hispanic American Indian/Alaskan Native, non-Hispanic Asian/Pacific Islander, and non-Hispanic Other.

The duty location variable has two levels: U.S. (a duty station in any of the 50 states or the District of Columbia) and overseas (anywhere not in the U.S.). Records on approximately 30,000 Navy personnel did not include full location information. For this survey, those 30,000 members were coded U.S. if they were assigned to a shore unit and overseas if they were assigned to a ship.

Using data from the October 1994 Active-Duty Master File (ADMF) and the September 1994 Reserve Components Common Personnel Data System (RCCPDS), the number of Service personnel was determined for each cell (i.e., stratum) in the fully crossed design. Cell sizes were too sparse in some cases for the fully crossed stratification. In such cases, cells defined by race/ethnicity were collapsed. Table B-4 in Mason et al. (1996) shows the final sampling strata.

### **Constructing the Frame and Drawing the Sample: An Overview**

This section provides readers with an overview of the multi-step process used in identifying the sample. Greater detail on this process can be found in the methodological report (Mason et al., 1996).

The reasons that led to the creation of three 1995 survey forms also led to defining two slightly different populations of inferential interest. For *Forms B* and *C*, the population of interest was all DoD and Coast Guard personnel below flag rank (i.e., below general or admiral) who were on active duty for the entire time between October 1994 and April 1995. For *Form A*, the

---

<sup>1</sup> Paygrades included in the population for the survey are the nine enlisted ranks (E1-E9), the five warrant officer ranks (WO1-WO5), and the first six commissioned officer ranks (O1-O6).

population was further restricted to exclude active-duty National Guard and Reserve personnel (because the 1988 survey did not include such members).

Researchers identified subgroup breakouts (i.e., domains) that would be important when survey results were provided to policy makers. These reporting domains were captured by the five previously specified stratification variables plus one additional variable—occupational class. Occupational class is a variable that was created specifically for this survey. It is based on the percentage of women in a DoD occupational group—a general family of military occupational specialties (see Department of Defense, 1993, for a list of occupations and codes). The percentage of women in each 2-digit occupational group was determined using the August 1994 ADMF. Occupational classes were somewhat arbitrarily created by combining occupational groups into six classes that had similar percentages of female representation, plus an unknown occupation category. The seven enlisted occupational classes were 0 to 2.9%, 3.0 to 4.9%, 5.0 to 9.9%, 10.0 to 10.9%, 11.0 to 17.7%, 17.9 to 24.4%, and 25.0 to 38.0%. The seven officer occupational classes were 0 to 2.9%, 3.0 to 4.9%, 5.0 to 7.9%, 8.0 to 9.9%, 10.0 to 15.7%, 15.8 to 25.9%, and 27.4 to 74.0%. (Gaps are present between some classes because no occupation fell within the missing intervals.) See Appendix K for the occupational groups in each class.

Next, researchers determined the number of people who would be sampled for each stratum. Determination of cell sizes balanced several competing concerns to get the sample that would achieve at the minimal cost the desired precision levels (e.g.,  $\pm 5\%$ ) required for the purpose of each survey form. A formal mathematical procedure (Chromy, 1987) based on Karush-Kuhn-Tucker theory was used to determine an optimized sample size and allocation. The Kuhn-Tucker solution provides an optimal solution to satisfy precision constraints imposed on estimates of prevalence rates in key reporting domains. Researchers iteratively modified the inputs to the sample-planning tool to arrive at acceptable precision levels for reporting domains that would be of particular interest to policy makers. Mason et al. (1996) provided details of the precision constraints imposed on the sample designs. Table 1 shows the number of people in the population and in the sample for each survey form by Service, gender, and paygrade.

### ***Sample Sizes: Drawn, Eligible, and Locatable Samples***

The first row of Table 2 shows that a worldwide sample of 91,006 active-duty DoD and Coast Guard members was selected to receive one of the three 1995 sexual harassment instruments. The numbers of members selected to receive these surveys were 30,756 for *Form A*, 50,394 for *Form B*, and 9,856 for *Form C*. In contrast, Martindale (1990) noted that the 1988 survey sample included “approximately 38,000” and “approximately 20,400 personnel responded.” Other 1988 values in the table are not discussed in this report since they are estimates developed on (a) the two rounded numbers cited above and (b) projections from the ineligibility rates found in the 1995 survey. The 1988 estimates are provided for gross comparisons only.

Losses from the sample are displayed hierarchically in Table 2. When personnel fit into more than one loss category, the sampled members were assigned to the loss category appearing

**Table 1.**  
**Demographics of the Drawn Sample**

	Population or Sample	Miss. data	Men				Women				Grand Total
			E1-E3	E4-E9	WO1- O6	Total	E1-E3	E4-E9	WO1- O6	Total	
<b>Miss. data</b>	Population	6,479	0	0	0	0	0	0	0	0	6,479
	Sample A	236	0	0	0	0	0	0	0	0	236
	Sample B	714	0	0	0	0	0	0	0	0	714
	Sample C	71	0	0	0	0	0	0	0	0	71
	A-C	1,021	0	0	0	0	0	0	0	0	1,021
<b>Army</b>	Population	0	203,587	187,100	73,316	464,003	35,647	22,921	10,918	69,486	533,489
	Sample A	0	1,530	390	361	2,281	4,806	2,116	888	7,810	10,091
	Sample B	0	1,517	857	447	2,281	3,775	5,707	2,828	12,310	15,131
	Sample C	0	796	622	216	1,634	1,032	560	230	1,822	3,456
	A-C	0	3,843	1,869	1,024	6,736	9,613	8,383	3,946	21,942	28,678
<b>Navy</b>	Population	0	169,112	183,185	52,200	404,497	27,582	16,878	7,804	52,264	456,761
	Sample A	0	1,167	361	313	1,841	3,183	1,151	666	5,000	6,841
	Sample B	0	1,149	748	330	2,227	2,603	3,124	1,926	7,653	9,880
	Sample C	0	623	558	142	1,323	754	380	150	1,284	2,607
	A-C	0	2,939	1,667	785	5,391	6,540	4,655	2,742	13,937	19,328
<b>Marine Corps</b>	Population	0	101,145	47,329	17,126	165,600	4,551	2,539	652	7,742	173,342
	Sample A	0	973	330	319	1,622	2,025	534	226	2,785	4,407
	Sample B	0	966	329	320	1,615	2,022	1,878	418	4,318	5,933
	Sample C	0	405	162	55	622	128	61	8	197	819
	A-C	0	2,344	821	694	3,859	4,175	2,473	652	7,300	11,159
<b>Air Force</b>	Population	0	132,263	150,254	67,096	349,613	32,461	20,214	12,201	64,876	414,489
	Sample A	0	1,081	229	315	1,625	2,792	1,099	809	4,700	6,325
	Sample B	0	1,081	577	397	2,055	2,383	3,911	3,076	9,370	11,425
	Sample C	0	407	416	181	1,004	720	405	246	1,371	2,375
	A-C	0	2,569	1,222	893	4,684	5,895	5,415	4,131	15,441	20,125
<b>Coast Guard</b>	Population	0	11,927	14,560	6,829	33,316	1,515	1,048	499	3,062	36,378
	Sample A	0	1,365	180	309	1,854	747	126	129	1,002	2,856
	Sample B	0	1,365	179	310	1,854	752	913	366	2,031	3,885
	Sample C	0	45	42	23	110	16	9	4	29	139
	A-C	0	2,775	401	642	3,818	1,515	1,048	499	3,062	6,880
<b>AGRs/ TARs</b>	Population	0	3,669	41,350	10,605	55,624	904	8,813	1,041	10,758	66,382
	Sample A	0	0	0	0	0	0	0	0	0	0
	Sample B	0	38	318	304	660	88	1,953	725	2,766	3,426
	Sample C	0	16	117	31	164	25	180	20	225	389
	A-C	0	54	435	335	824	113	2,133	745	2,991	3,815
<b>Totals</b>	Population	6,479	621,703	623,778	227,172	1,472,653	102,660	72,413	33,115	208,188	1,687,320
	Sample A	236	6,116	1,490	1,617	9,223	13,553	5,026	2,718	21,297	30,756
	Sample B	714	6,116	3,008	2,108	11,232	11,623	17,486	9,339	38,448	50,394
	Sample C	71	2,292	1,917	648	4,857	2,675	1,595	658	4,928	9,856
	A-C	1,021	14,524	6,415	4,373	25,312	27,851	24,107	12,715	64,673	91,006

Note. "Miss. data" include all cases that had missing data on one or more of the stratification variables.

**Table 2.**  
**Sample Sizes: Frequency Counts and Percents of the Sample Relative to the Size of the Drawn Sample**

	1995 Sexual Harassment Survey						1988	
	Form A			Form B			Form C	
	n	% of Drawn Sample	% of Drawn Sample	n	% of Drawn Sample	% of Drawn Sample	Total (A-C) n	% of Drawn Sample
Drawn sample	30,756			50,394			91,006	38,000
Separated from Service (master files)	-629			-759			-1,611	
Transitioned to Guard/Reserve (master files)	-372			-479			-960	
Separated for other reasons (master files)	-19			-3			-22	
Self-reported ineligibility	-39			-150			-203	
Total: Ineligible	-1,059	3%	3%	-1,391	3%	4%	-2,796	3%
Eligible sample	29,697	97%	97%	49,003	97%	96%	88,210	97% <sup>a</sup>
Total: Not located	-1,938	6%	5%	-2,536	5%	5%	-4,986	7% <sup>a</sup>
Eligible, located sample	27,759	90%	92%	46,467	92%	91%	83,224	89% <sup>a</sup>
Requested removal from survey mailings	-30			-48			-92	
Returned blank	-26			-91			-131	
Skipped key questions	-957			-320			-1,295	
Did not otherwise return a survey	-13,147			-17,712			-34,451	
Total: Nonresponse	-14,160	46%	36%	-18,171	36%	37%	-35,969	40%
Total: Usable surveys	13,599	44%	56%	28,296	56%	54%	47,255	54%

*Note.* Rounding results in some entries in the "% of Drawn" column not summing to 100%.

<sup>a</sup> These values for the 1988 survey are extrapolated using (a) known but general values from the technical report (Martindale, 1990) documenting that effort and (b) ineligibility rates found in the 1995 survey.

first in Table 2. For example, if the database indicated that an individual was ineligible because both DMDC and the individual reported that the individual was no longer in the military, the sample member was assigned to the "Separated from Service (master files)" category rather than to the "Self-reported ineligibility" category.

The patterns of losses for ineligibility, unlocatability, and various subcategories of nonresponse were similar across the three forms. To avoid redundancy, the remainder of the discussion regarding Table 2 findings concentrates on the results for the total sample.

A total of 2,796 (3%) of the members was lost from the 1995 sample because of ineligibility. Most ineligibility losses (2,571) occurred when mailing addresses were updated with the 14 January 1995 and 4 April 1995 Defense Enrollment Eligibility Reporting System (DEERS) files<sup>2</sup>. The remaining ineligibility losses (203) occurred when people either sent a letter or fax to Data Recognition Corporation (DRC), the operations contractor, to indicate that they were ineligible (self-report ineligibility). Of the DEERS ineligibility losses, most occurred because the member was not shown as being on active-duty (2,571). The 22 people in the other reasons category were individuals who had died or were incarcerated, hospitalized, etc. There were probably additional ineligible sample members among the nonrespondents; however, this number was probably small since there were few self-report ineligibility losses among the respondents. Elimination of the 2,796 ineligibles resulted in decreasing the eligible sample to 97% ( $n = 88,210$ ) of the drawn sample size.

Slightly more than 5% ( $n = 4,986$  of 91,006) of the drawn sample was lost because the sampled members could not be located. Personnel records for this 5% of the sample had either an incomplete or out-of-date address, and other steps designed to obtain addresses were not fruitful. Sending surveys to military personnel is complicated because military personnel are very mobile. Relative to their counterparts in most civilian organizations, military personnel move much more frequently, often to or from foreign locations. This fact coupled with the size of the military (approximately 1.5 million active-duty members) makes it difficult to maintain up-to-date addresses. As a result, DMDC and DRC developed an elaborate address-update procedure (reviewed in a later section of this codebook) to minimize the number of people who would be lost from the survey because of outdated addresses.

Ninety-two respondents contacted DRC (by mail, fax, or telephone) and asked to have their names removed from the survey-mailing list. Another 131 people returned surveys that were entirely blank. A third group returned surveys, but they left key sexual harassment items blank. Partially completed surveys were treated as nonresponses if the following conditions occurred.

---

<sup>2</sup> The database for the sample was constructed using information from the October 1994 ADMF and September RCCPDS. Information in the database included social security numbers, names, addresses, eligibility status, stratification variables, etc. The names and social security numbers were then used to verify the eligibility and addresses of the sampled members in January 1995 against the data in a more current but less readily accessible database (DEERS). This verification identified 1,320 personnel who had been selected for the sample but were no longer in the population of interest. These 1,320 former members were not sent any survey materials. When researchers later prepared an updated eligibility file from DEERS in April 1995, other sampled members were declared ineligible because they had left active-duty after the sample was drawn.



- *Form A*: The respondent did not mark either the last item in Question 11 (“No, I have NEVER experienced any UNINVITED and UNWANTED sexual attention from someone at work while in the active-duty military”) or any of the 11 behaviors listed in Question 12.
- *Form B*: The respondent did not complete any of the 25 items in Question 71 (“Unwanted sex-related attention is sex/gender-related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly”).
- *Form C*: The respondent did not mark any of the 36 behaviors listed in Question 11 and 23, and did not mark the last item in Question 22 (“No, I have NEVER experienced any UNINVITED and UNWANTED sexual attention from someone at work while in the active-duty military”).

All sampled members who were not assigned to any earlier loss categories or who did not return a usable survey were placed in the category, “Did not otherwise return a survey.” This nonresponse group ( $n = 34,451$ ) was composed of those individuals who had been sent at least one survey without it being returned to DRC and for whom no information (on ineligibility or a completed survey) had been obtained.

At the conclusion of the survey fielding, 47,255 eligible personnel had returned usable questionnaires.

### ***Location, Completion, and Response Rates***

The Council of American Survey Research Organizations (CASRO, 1982) noted that varying operational definitions of response rates can lead to problems when interpreting the results of a survey. As a result, CASRO formed a Task Force to recommend guidelines for standardizing the operational definitions of response rates. Beginning in 1995, DMDC standardized its methods for calculating response rate and completion rate, using procedures closely patterned after those advocated by CASRO (1982). More specifically, the new DMDC procedures most closely follow CASRO’s Sample Type II design.

Prior to DMDC’s standardization, Martindale (1990) reported a corrected response rate of 60% for the 1988 survey. She defined the corrected response rate as “returned questionnaires as a percent of targeted respondents from which the number of losses (i.e., postal non-deliverables [PNDs] and separations) have been removed” (p. 5). This operational definition closely corresponds to DMDC’s new definition of completion rate, not response rate. Using the new DMDC operational definition of response rate and the information from Table 2 of this volume, the 1988 response rate was estimated to be about 5% lower—55%.

Table 3 provides rate information on the three 1995 surveys and estimated rates for the 1988 survey. In this table, *response rates* are shown to have separate components of the *rate at which individuals can be located* and the *rate at which located individuals complete the survey*. All of these rates are corrected for ineligibility in the numerator and the denominator as recommended by CASRO (1982). CASRO (1982) indicated that nonrespondents for whom

eligibility has not been determined need to be distributed to ineligibility status at the rate that ineligibility was found as a result of screening. In this survey, screening occurred in the form of sample members self-reporting ineligibility. Self-report ineligibility occurred 203 times in the sample. The self-report ineligibility adjustment was achieved by adding the self-report ineligible in the numerator and denominator of the location rate proportion. This process is intuitively appealing because the self-report ineligible were in fact located. Mason et al. (1996) presented a response rate based on this approach called the pre-mailing eligible response rate, indicating that eligibility was taken into account after the DEERS ineligibles were removed from the sample.

**Table 3.**  
***Location Rates, Response Rates, and Completion Rates***

	1995 Sexual Harassment Survey				1988
	<i>Form A</i>	<i>Form B</i>	<i>Form C</i>	Total	Survey
Location rate <sup>a</sup>	93%	95%	95%	94%	92% <sup>d</sup>
Completion rate (for locatables) <sup>b</sup>	49%	61%	60%	57%	60%
Response rate <sup>c</sup> (Location rate x Completion rate)	46%	58%	56%	54%	55% <sup>d</sup>

*Note.* The rates in this table are computed from the information in Table 1.

<sup>a</sup> Location rate = (Located eligible sample + Self-report ineligibles) divided by (Eligible sample + Self-report ineligibles)

<sup>b</sup> Completion rate = (Usable eligible surveys + Self-report ineligibles) divided by (Located eligible sample + Self-report ineligibles)

<sup>c</sup> Response rate = (Usable eligible surveys + Self-report ineligibles) divided by (Eligible sample + Self-report ineligibles)

<sup>d</sup> These values for the 1988 survey are extrapolated using (a) known values from the technical report (Martindale, 1990) and (b) ineligibility rates found in the 1995 survey.

The data in Tables 2 and 3 represent observed or unweighted counts of sample members, which are useful for monitoring the survey when it is in the field. But because these surveys have unequally distributed samples, weighted response rates are needed for making comparisons among surveys.

Table 4 shows the weighted response rates which are estimates of the population propensities to respond to a particular survey effort. While *Form B* and the 1988 survey do not differ significantly, all other response rates are statistically different. Most of the differences are, however, small and only achieve significance due to the large sample sizes. Notably, *Form A* had a significantly lower response rate than did the other surveys. *Form A* differed from the 1988 survey in (a) occurring a little over six years later, (b) being a scannable form rather than a form that had to be keypunched, and (c) having more mailing attempts. It seems likely that the difference in response rates for these two surveys is an indication of declining response rates to surveys in general. Just to stay even in response rates (*Form B* and the 1988 survey), 1995 administration methods had to be more elaborate. The 1995 response rates were obtained using

five mailings (i.e., a notification letter, a survey mailing, a reminder letter, two additional survey mailings), rather than the two mailings used in the earlier survey (i.e., two survey mailings).

**Table 4.**  
***Weighted Response Rates***

Survey Form	Rate	Standard Error
<i>Form A</i>	49.5%	0.7%
<i>Form B</i>	53.4%	0.5%
<i>Form C</i>	56.7%	0.6%
1988	53.9%	0.7%

*Note.* Populations estimated for *Forms B* and *C* included members of the AGRs/TARS who were excluded from the other two populations. All rates were significantly different ( $p < .05$ ) except for *Form B* and the 1988 survey.

In recent years, civilian and military surveys have generally experienced decreased response rates (e.g., see Kalton, 1988). For example, P. Rosenfeld (personal communication, December 4, 1995) stated that the "adjusted response rate" for the *Navy Equal Opportunity and Sexual Harassment Survey* has decreased by about one-third over the last six years: 60% in 1989, 48% in 1991, and 41% in 1993. This decrease occurred despite using the same sample-selection and mailing procedures across all three administrations. It appears that the added mailings for the 1995 administration helped keep the survey response rates comparable to those for the 1988 survey. Another survey-methodology concern is that response rates may drop most precipitously when going back to the same population too often with the same topic, if not the same questions.

The most noticeable differences in *Form A* versus *Forms B* and *C* is that (a) high-quality color graphics with logos of the Service emblems were used on only *Forms B* and *C*, (b) color was used to indicate response areas on only *Forms B* and *C*, and (c) an updated content was included on only *Forms B* and *C*. The 3-percentage-point difference between *Forms C* and *B* could be an indication of the increased response rate for a shorter booklet (12 pages versus 16 pages) despite the fact that the shorter booklet was objectively less appealing with repeated coverage of topics by different versions of questions.

### ***Survey Materials and Their Distribution***

All eligible sample members (regardless of survey-form sample) could have received up to five different mailings: notification letter, a wave 1 letter and survey, a reminder/thank-you letter, a wave 2 letter and survey, and a wave 3 letter and survey. The 4.5" x 9.5" window envelopes for the notification and reminder/thank-you mailings contained only a letter. The 9" x 12"

window envelopes for the other three mailings included a cover letter, a survey, and a folded pre-addressed business-reply envelope.

## **Letters**

DMDC provided DoD and Coast Guard officials with a draft set of five letters—one for each of the five different mailings. These letters contained information describing why the survey was being conducted, how the information would be used, and why participation was necessary. DoD and Coast Guard officials modified the five core letters to reflect points that the officials wanted to stress. Thus, the final text of the DoD letters differed from the final text used in the Coast Guard letters. (See Appendix I for a copy of the letters.) Two versions of a DoD or Coast Guard letter were printed whenever the letter mentioned the survey by name because the name appearing on the front of *Form A* was different from that on the front of *Forms B* and *C*.

All letters to DoD personnel included Edwin Dorn's reproduced signature and the letterhead for his position: Under Secretary of Defense (Personnel and Readiness). Coast Guard personnel received all of their correspondence on letterhead from the Office of the Coast Guard. Their notification letters included the reproduced signature of Commandant Robert E. Kramek, and their letters for the other four mailings were sent using the reproduced signature of W. R. Somerville, Chief, Office of Civil Rights. All DoD and Coast Guard letters included signatures printed in blue. All DoD correspondence was printed with blue letterhead, whereas all Coast Guard correspondence was printed with black letterhead.

The text and recipient information of all letters were printed in black. In addition to including a name and address (which was also used as the mailing information for the window envelopes), each letter included a personalized salutation. The salutation addressed each member by his/her general or specific rank. For example, a letter to a Navy E5 with the last name Smith would have included the salutation, "Dear Petty Officer Smith". Similarly, an Army O3 named Jones would have received a letter starting, "Dear Captain Jones".

## **Survey Control System (SCS)**

The SCS is a relational database that was used to monitor all data transactions over the course of the project. The datasets in the SCS do not contain any data obtained with the survey instruments. Because of privacy concerns, the SCS datasets are not available for public release and personal identifying information has been deleted from existing copies of the data.

DRC used the SCS to store and update project data, monitor mailings, respond to documents returned PND, and determine survey participation and eligibility status. The SCS was created from the DMDC-provided data on all 91,006 sample members. The SCS is composed of four SAS® datasets: SAFSDAT, CURRENT, HISTORY, and LITHO. Information in these relational datasets are linked by the INRECNO, a unique individual record number that DRC assigned to each sample member when the four SCS files were created.

The SAFSDAT dataset consists of 91,006 records—one for each member in the drawn sample. Each SAFSDAT record includes an INRECNO, member name, paygrade, and up to two addresses: residential and unit/office. To ensure that the SCS read and stored all DMDC-supplied data correctly, DRC compared SCS-generated frequencies to DMDC-supplied paper copies of the frequencies.

Immediately preceding the second round of survey mailing, DMDC provided DRC with an updated file. The updated file contained each sample member's social security number, abbreviated rank, name, addresses, and eligibility codes. The updated data were appended to the corresponding record in the SAFSDAT dataset. In each SAFSDAT record, the updated residence address was compared to the original residence address to see if the updated residence address was the same as or different from the original residence address. If different, the record was flagged in the CURRENT dataset as having an updated address.

The CURRENT dataset also contains one record for each sample member. Initially, CURRENT records were extractions from the SAFSDAT dataset. Each CURRENT record contained only the highest priority address from the SAFSDAT dataset, identification of which address it was (e.g., residence or unit), and the lithographic code of the survey (if any) sent to the address. When the address in a record was found to be invalid (e.g., resulted in a PND), the SCS updated the address field in the CURRENT dataset by pulling in the next highest priority address from the SAFSDAT dataset. Alternatively, the CURRENT dataset was updated by key entry when sample members faxed or mailed updates (changes in addresses, paygrades, etc.). Address updates received from Trans Union<sup>3</sup> were entered automatically through the SCS. When updated information was recorded in the CURRENT dataset, the outdated information in CURRENT automatically created a new record in the HISTORY dataset.

The HISTORY dataset contains 57,091 records; each record is a subset of an outdated CURRENT record. That is, a HISTORY record was created when there was a name, address, paygrade, or eligibility status change in the CURRENT dataset. Information on the source (e.g., fax) of the revision and the record's INRECNO were also included in the HISTORY record. As new HISTORY observations were created, the SCS constructed a unique identifying variable, HISRECNO, and attached it to the record.

The LITHO dataset contains 209,401 observations—one for each printed survey. Each record in the LITHO dataset includes a unique lithographic serial number, the INRECNO, and the mailing status (e.g., whether or not the survey/lithographic serial number had been mailed, and whether or not it had been returned PND) for the lithographic serial number. The three survey forms used the following non-overlapping lithographic serial numbers: 000,002 to 072,368 for survey *Form A*; 100,052 to 215,337 for *Form B*; and 300,002 to 322,803 for *Form C*. Within those ranges, some surveys/serial numbers were never assigned. Several copies of each survey

---

<sup>3</sup> Trans Union is an outside vendor with a consumer-credit-information database. Social security numbers of sample members with incomplete or out-of-date address information were forwarded to Trans Union for address updates when the CURRENT dataset contained no other address.

form were used as samples, and random printing errors and quality checks caused the retirement of other lithographic serial numbers.

### ***Address-update Procedures***

DMDC instructed DRC to mail letters/surveys using the following order of preference: DMDC-supplied home address, DMDC-supplied unit (i.e., office) address, and Trans Union-supplied home address. These three addresses were sometimes supplemented by address corrections forwarded from the Service member or the U.S. Postal Service. Whenever a new home address was received (e.g., in the DMDC-provided update file), the new address was given the highest preference.

Twice during the survey fielding, letters (notification and reminder/thank you) to the respondents included the address and fax number of DRC, along with a request for corrections to address or demographic information. Respondent-supplied updates made by fax or regular mail (and a few telephone calls) generally did not result in a re-mailing of prior-sent materials to the new address. Instead, the new address was used in subsequent mailings of new materials. It was assumed that the previous letters, and possibly surveys, had reached the individual. If, however, the respondent-supplied update included a request for a survey, the individual was included in a re-mail. In other cases, the postal service provided address-correction information (a photocopy of the forwarded envelope with change-of-address information). In these cases, survey materials were mailed to the new address during the next re-mail.

Figure 1 shows the process that DRC used to mail survey materials. The first step in the process was to read the DMDC-provided information into the SCS. Next, DRC ran mailing-list-preparation (Group 1) software to identify problem addresses (e.g., no street address or a street that does not exist in a city), clean usable addresses, add ZIP+4 bar coding for each address, and sort the addresses by ZIP code to minimize outbound postage costs. If a sampled member had neither a home nor unit address, DRC included the member's name and social security number on a data tape sent to Trans Union with a request for the credit-check firm's addresses for the individual.

Assuming that DRC had a home (or unit) address on a member, the mailing process began with that address. DRC modified the SCS and used a new home address in the next re-mailing or mailing if (a) a member self-reported a new address by fax or letter, (b) the postal service forwarded an address correction, or (c) Trans Union provided a new address. When an undeliverable letter/survey was returned PND without forwarding information, DRC altered the SCS and made the unit (if available) the address of choice. A letter that did not result in one of these three invalid-address conditions was assumed to have been addressed correctly. All subsequent mailings were sent to that address unless one of the three invalid-address conditions occurred later.

Except for PNDs, returned surveys (completed, partially completed, or blank) were documented in the SCS so that those members were not sent any additional surveys. If the member neither returned a survey nor requested to be dropped from the study, the next mailing

was sent to the respondent at the same address. Individuals who requested to be dropped from the survey received, at minimum, the first three sets of mailings (the notification letter, the wave 1 survey, and the reminder/thank-you letter).

Figure 1 shows that this cyclical process was the same when unit and Trans Union addresses were used. Throughout the entire mailing phase of the survey administration, DRC was able to document every address, name, or paygrade change by modifying the CURRENT and HISTORY datasets. The prior section on those datasets described how each was modified when a change was entered into the SCS.

### **General Mailing Procedures**

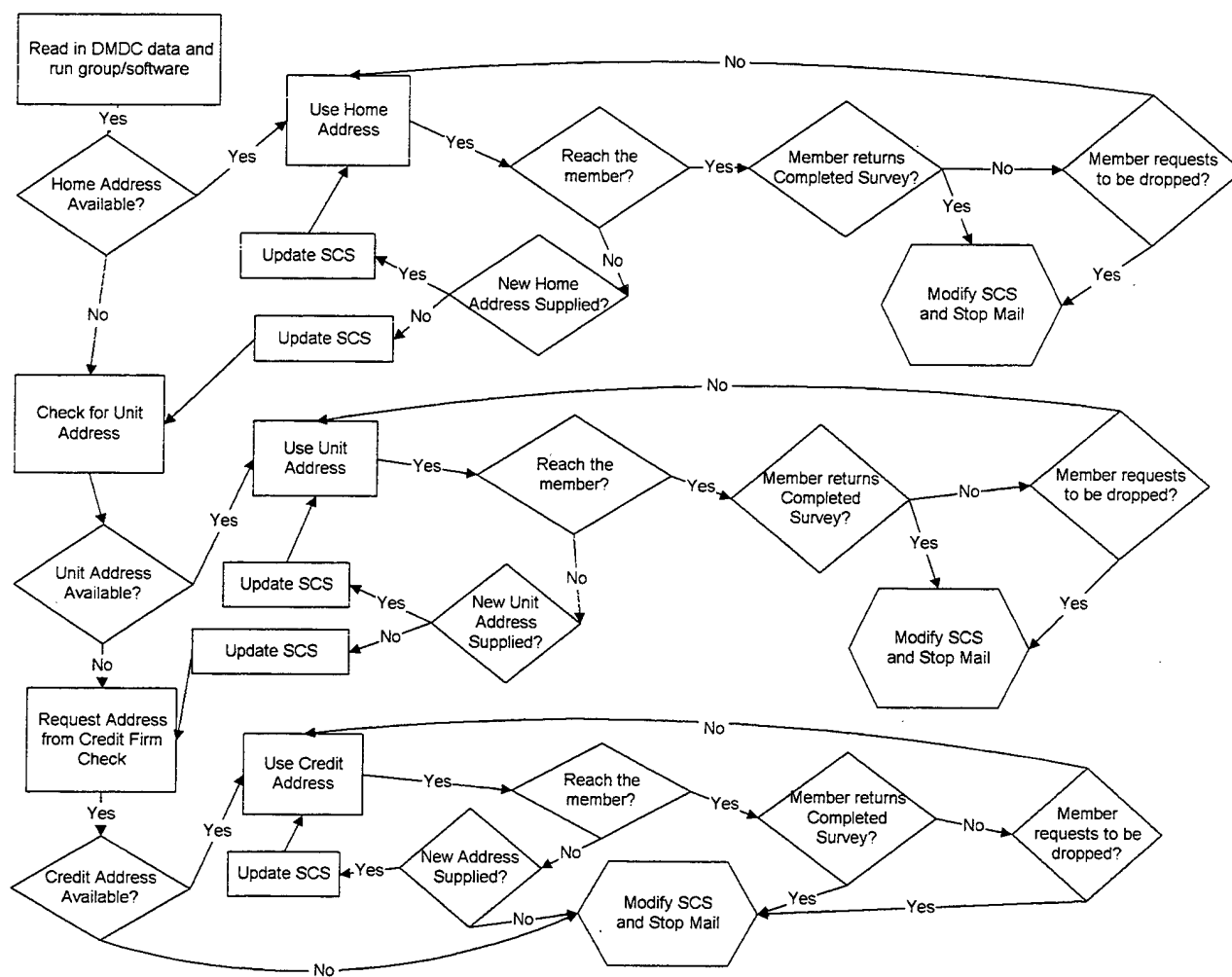
Prior to every mailing, the SCS searched the 91,006 records in the CURRENT dataset to identify which records should be excluded (e.g., members flagged as ineligible for survey participation, members who had already returned a survey form, and members with no valid address available). For the re-mails (as opposed to the regular mailings), the SCS identified only those records that had been updated since the prior mailing. More specifically, the SCS identified records that had resulted in a PND or had been manually flagged for re-mailing (e.g., when a sample member faxed a note to DRC after receiving a reminder/thank-you letter without receiving a survey).

Once all records for a mailing or re-mailing were identified, the SCS processed them based on whether or not the mailing would include a survey form. The addresses for mailings and re-mailings that did not include a survey were first standardized with Group 1 postal software. After this procedure, letters were generated with the record's unique INRECNO printed in the lower right-hand corner, machine inserted into envelopes, and mailed first class.

For mailings and re-mailings that included a survey, the SCS first sorted all of the included records according to which survey form was to be included in the envelope. Each survey-form group was processed separately with Group 1 postal software. Each record within a survey-form group was then assigned a survey/lithographic serial number. (For example, the SCS accessed the LITHO dataset for *Form A* records, found the next unassigned lithographic serial number, and assigned a number to each *Form A* eligible record. This process was repeated for records slated to receive *Forms B* or *C*.) For each record in the mailing or re-mailing, the SCS recorded the lithographic number and the date the survey was mailed in both the LITHO and CURRENT datasets. Upon completion of the prior step, letters were generated and printed in lithographic-number order with the corresponding lithographic-number printed on each letter. Each cover letter was paired with its matching lithographic-numbered survey, machine inserted into an envelope, and mailed first class.

During the matching of surveys to cover letters, DRC visually checked 5% of the letters and surveys to determine whether the code numbers matched. This quality assurance process minimized the possibility of mismatching surveys to INRECNOs and cover letters.

**Figure 1.**  
**Address Updating Process**



### **Description of Each Mailing or Re-mailing**

Tables 5 through 8 show information on the 11 mailings and re-mailings for the three forms collectively and separately. For each mailing and re-mailing, Table 5 provides the dates when the survey materials were delivered to the U.S. Postal Service, the numbers of members who were sent materials during the mailing or re-mailing, the number of surveys that were eventually returned by respondents, and the number of PNDs that occurred during the mailing or re-mailing. To avoid redundancy, this section reviews only the information for the three forms collectively (Table 5). Analysts, researchers, and other readers can use this explanation to understand the form-specific information presented in Tables 6-8.



**Table 5.***Mailings for All Three Forms: Dates, Numbers of Pieces Sent, and Outcomes*

<b>Mailing Sequence and Content</b>	<b>Date</b>	<b>Sent</b>	<b>Returns</b>	<b>PND</b>
1. Mail notification: Main	2/15	88,989	N/A	16,466
2. Re-mail notification: Main	3/11	9,478	N/A	1,345
4. Mail notification: Late	4/11	4,862	N/A	1,031
3. Mail wave 1 survey: Main	3/27 - 3/30	83,658	34,106	6,733
6. Mail wave 1 survey: Late	4/17	4,911	1,500	1,004
7. Re-mail wave 1 survey: Main	4/24	1,311	346	244
5. Mail reminder/thank-you letter: Main	4/11	83,701	N/A	8,049
9. Mail reminder/thank-you letter: Late	5/12	3,809	N/A	589
8. Mail wave 2 survey: Main	4/27 - 5/01	60,269	8,725	4,613
10. Mail wave 3 survey: Main & late	5/26 - 6/01	49,717	4,883	3,557
11. Re-mail wave 3 survey: Main/late PNDs	6/27	1,775	214	417

*Note.* Mailings are grouped by content of the mailing. The number indicates the sequence in the mailing process.

**Table 6.***Mailings for Form A: Dates, Numbers of Pieces Sent, and Outcomes*

<b>Mailing Sequence and Content</b>	<b>Date</b>	<b>Sent</b>	<b>Returns</b>	<b>PND</b>
1. Mail notification: Main	2/15	30,017	N/A	5,773
2. Re-mail notification: Main	3/11	3,061	N/A	449
4. Mail notification: Late	4/11	1,817	N/A	421
3. Mail wave 1 survey: Main	3/27 - 3/30	27,920	9,754	2,300
6. Mail wave 1 survey: Late	4/17	1,841	488	404
7. Re-mail wave 1 survey: Main	4/24	659	149	123
5. Mail reminder/thank-you letter: Main	4/11	27,941	N/A	2,909
9. Mail reminder/thank-you letter: Late	5/12	1,445	N/A	239
8. Mail wave 2 survey: Main	4/27 - 5/01	20,803	2,752	1,691
10. Mail wave 3 survey: Main & late	5/26 - 6/01	18,448	1,658	1,296
11. Re-mail wave 3 survey: Main/late PNDs	6/27	859	87	210

*Note.* Mailings are grouped by content of the mailing. The number indicates the sequence in the mailing process.

**Table 7.*****Mailings for Form B: Dates, Numbers of Pieces Sent, and Outcomes***

<b>Mailing Sequence and Content</b>	<b>Date</b>	<b>Sent</b>	<b>Returns</b>	<b>PND</b>
1. Mail notification: Main	2/15	49,341	N/A	8,893
2. Re-mail notification: Main	3/11	5,394	N/A	748
4. Mail notification: Late	4/11	2,522	N/A	491
3. Mail wave 1 survey: Main	3/27 - 3/30	46,705	20,596	3,659
6. Mail wave 1 survey: Late	4/17	2,536	857	494
7. Re-mail wave 1 survey: Main	4/24	558	165	105
5. Mail reminder/thank-you letter: Main	4/11	46,712	N/A	4,260
9. Mail reminder/thank-you letter: Late	5/12	1,950	N/A	288
8. Mail wave 2 survey: Main	4/27 - 5/01	32,980	4,950	2,388
10. Mail wave 3 survey: Main & late	5/26 - 6/01	26,104	2,672	1,883
11. Re-mail wave 3 survey: Main/late PNDs	6/27	721	104	166

*Note.* Mailings are grouped by content of the mailing. The number indicates the sequence in the mailing process.

**Table 8.*****Mailings for Form C: Dates, Numbers of Pieces Sent, and Outcomes***

<b>Mailing Sequence and Content</b>	<b>Date</b>	<b>Sent</b>	<b>Returns</b>	<b>PND</b>
1. Mail notification: Main	2/15	9,631	N/A	1,800
2. Re-mail notification: Main	3/11	1,023	N/A	148
4. Mail notification: Late	4/11	523	N/A	119
3. Mail wave 1 survey: Main	3/27 - 3/30	9,033	3,756	774
6. Mail wave 1 survey: Late	4/17	534	155	106
7. Re-mail wave 1 survey: Main	4/24	94	32	16
5. Mail reminder/thank-you letter: Main	4/11	9,048	N/A	880
9. Mail reminder/thank-you letter: Late	5/12	414	N/A	62
8. Mail wave 2 survey: Main	4/27 - 5/01	6,486	1,023	534
10. Mail wave 3 survey: Main & late	5/26 - 6/01	5,165	553	378
11. Re-mail wave 3 survey: Main/late PNDs	6/27	195	23	41

*Note.* Mailings are grouped by content of the mailing. The number indicates the sequence in the mailing process.

On 15 February 1995, DRC delivered the first mailing to the U. S. Postal Service. The first mailing contained 88,989 survey-notification letters. Letters were not sent to the 1,320 members who became ineligible before the mailing started or to the 697 members whose CURRENT records had either incomplete or no address information. A total of 16,466 (19%) of the 88,989 notification letters were eventually returned to DRC as PNDs.

DMDC makes heavy use of notification letters for three reasons.

- Contacting potential respondents multiple times (e.g., by supplementing survey mailings with notification letters) is perhaps the most effective means of increasing survey response rates (Fox, Crask, & Kim, 1988; Yammarino, Skinner, & Childers, 1991).
- The U.S. Postal Service does not always forward the large envelopes that are used to mail surveys despite the envelopes' first class postage and request to forward. Forwarding is, however, more routine for mail in standard, business-sized envelopes.
- It is cheaper to send an initial notification letter and have that letter returned PND, correct the address, and re-mail the notification letter to the correct, updated address than to start the process by mailing the survey.

About four weeks after mailing the initial batch of notification letters, an additional 9,478 notification letters were sent. Most of the Mailing 2 letters ( $n = 8,960$ ) were addressed to members whose original letters resulted in PNDs and postal service-supplied address updates. The remainder ( $n = 518$  of the original 697 invalid addresses) of the letters were sent to sample members for whom Trans Union provided addresses.

Mailing 3 was the first mailing that included surveys; these survey materials were sent to 83,662 members. Relative to Mailing 1, Mailing 3 was sent to 5,331 fewer members. The large difference was due to several factors: the number of notification letters that were returned PND without an updated address, members who contacted DRC to say that they were no longer on active duty, members who were supposed to receive a letter during Mailing 2 but did not due to a printing error, and members who were slated to receive a notification letter in Mailing 4. About 41% of the Mailing 3 surveys were eventually returned by respondents. Another 8% of Mailing 3 surveys were returned PND despite the address updating that had occurred in the first two rounds.

In Mailing 4, notification letters were again mailed. This late contingent of 4,863 members included individuals (a) from Mailing 2 who were not sent a notification letter due to a shortage of letterhead, (b) whose Mailing 3 letter had resulted in a PND with an updated address, and (c) for whom Trans Union supplied new addresses. This late group was put on a shortened mailing schedule which skipped all wave 2 survey mailings and was incorporated into the wave 3 mailing and re-mailing schedule.

A reminder/thank-you letter (Mailing 5) encouraged individuals from Mailing 3 to return their wave 1 surveys. This mailing did not include any members from Mailing 2—the late contingent.

In Mailing 6, wave 1 surveys were sent to an additional 4,911 members. The majority ( $n = 4,862$ ) of the members in Mailing 6 were the same people who had been included in the late wave group (Mailing 4). The other 49 members of Mailing 6 had been part of the group receiving Mailing 3. These 49 members were added to the late wave group because their Mailing 3 surveys had been mutilated during the mail-insertion process. These additional members remained in the late mailing group for the remainder of the survey fielding.

The wave 1 survey re-mailing (Mailing 7) was sent to 1,311 members who had originally been in the wave 1 survey mailing (Mailing 3). All of the members in Mailing 7 were follow-ups to PNDs that were returned with forwarding addresses.

The major wave 2 survey mailing (Mailing 8) was sent to 60,269 members. This mailing excluded people who (a) requested to be dropped from the survey, (b) had their "completed" surveys scanned and entered into the SCS, or (c) were included in Mailings 6 or 7. Respondents returned 14% of the Mailing 8 surveys. Another 8% of the wave 2 surveys were returned PND.

Mailing 9 was a reminder/thank-you letter sent to the late subgroup. The size of the mailing had been reduced by approximately 22% since Mailing 6 (using the conditions listed for Mailing 8).

Nearly 50,000 sampled members were mailed a wave 3 survey (Mailing 10). The intended recipients of wave 3 consisted of all eligible sample members (including the late group) who had neither returned a survey nor indicated that they did not want to participate in the survey.

The last survey mailing was the wave 3 survey re-mailing (Mailing 11). Nearly four months after the start of the survey-fielding period, DRC still needed to re-mail surveys to 1,775 addresses that the U. S. Postal Service forwarded in response to PNDs.

The cutoff for data receipt was originally scheduled for the first week in July 1995. Because a substantial number of returned surveys were still being received at that time, DMDC extended the data cutoff date until 18 September 1995. At the end of the survey mailing period, DRC had sent a total of 392,480 pieces of mail: 190,839 notification or reminder/thank-you letters and 201,641 packets containing surveys, cover letters, and a return envelope. Across the entire fielding period, 44,048 of the 392,480 pieces of mail were returned as PNDs.

### ***Processing Returned Surveys***

This phase of the survey process can be divided into three general steps. In the first step, DRC performed two tasks: scanning raw data from every optic-read area on the first 150 returned surveys and using a DMDC-supplied coding scheme to write software that converted the raw data to scored data. In the second step, DRC revised their programs after the test with the first 150 records, scanned surveys in batches as they were returned, and created a SAS® program containing variable and value labels. Interspersed among these tasks was the delivery of three (preliminary, interim, and final) datasets and tables showing the frequency of response for each variable in the datasets. This step provided DMDC with an opportunity to monitor data

collection and begin preliminary analyses. In the third stage of processing returned surveys, DRC created files that contain narrative information (e.g., comments) from the surveys. These three stages of processing returned surveys are more fully described in the remainder of this section.

### ***Preparing the Scoring Software and Coding Scheme***

As soon as DRC received a scannable copy of each survey form, programmers began writing and testing programs to capture the data from the surveys. The first step was to prepare the scanner to capture data from every optic-read bubble or box on the form. DRC scanned the first 150 returned surveys for each form to begin developing raw data files (SCANA.3 for *Form A*, SCANB.3 for *Form B*, and SCANC.3 for *Form C*).

DRC provided DMDC with paper and electronic copies of the first 150 cases. DMDC performed a check to determine if (a) the scanner was able to pick up lightly marked bubbles and (b) respondents were consistently answering in an unexpected manner (e.g., marking more than one bubble for a single-answer item such as highest education level completed). DMDC's check of the output verified that the scanner was functioning properly and that members were generally responding as expected.

At the same time, DRC began writing software to convert raw data to scored data. To start this task, DMDC provided DRC with annotated copies of the three survey forms and the coding notes contained in Appendix E. A guiding assumption in designing the coding scheme was that the analysts creating the dataset would not be the only people analyzing the data. DMDC datasets are analyzed repeatedly over time by people in governmental, private-sector, and academic organizations. Care is taken in organizing and documenting DMDC surveys so that secondary analysts can use the data and be reasonably certain that they understand how the data are coded and what limitations exist. Moreover, every attempt is made to preserve all information from completed surveys so that secondary analysts can later construct variables that were not anticipated by the original DMDC researchers.

DMDC uses "backward" coding to capture inconsistent answers that are given in skip patterns. For example, a respondent's answer to the first item in a skip pattern might indicate that the remaining items in the pattern should be skipped, but the respondent then answers one or more items within the skip pattern. Using DMDC backward coding, that answer to the first item would be coded "-2" (i.e., implied continuation) in the scored-data file. This coding allows data to be preserved for the remaining items in the skip pattern. The use of such painstaking coding preserves as much data as possible and allows future data analysts to decide how to recode such answers. For example, each analyst can decide whether to accept the stored values for the remaining skip-pattern items or to recode the data to "-6" (i.e., not applicable [valid skip]).

### ***Creating the Scored Datasets***

Prior to scanning bubbled answers and key entering narrative answers, returned surveys were visually checked and separated into two groups: blank forms versus surveys with one or more items completed. Blank forms were further divided into batches according to the reason (e.g., separation from the military, transitioned from active duty to the Guard or Reserve, death,

or no reason given) that the form was returned blank. The reason was captured in BLKREAS in the SCS. All blank forms were optically scanned so that lithographic serial numbers could be tracked and the number of returns could be updated.

Approximately 2% (fewer than 1,000 surveys) of the respondents returned surveys that were mutilated in the mail or completed in ink. DRC re-gridded the bubbles for these respondents to ensure that all usable data were captured.

Once these preliminary steps were taken, DRC scanned the surveys, edited surveys that were flagged by the scanner because the pencil marks were too light, scored the data, and created two types of data files: SAS® files and ASCII flat files (OS files). All DMDC survey data are stored in SAS® files for DMDC's official use. Recognizing that many analysts use other statistical packages for their analyses, DMDC also provides ASCII flat files.

In addition to the previously mentioned 150-record check of raw data, DRC provided DMDC with preliminary, interim, and final datasets and codebook tables (like those shown in Appendix G) for the three forms of the survey. DMDC used the preliminary and interim datasets and codebook tables to finalize the information to be documented in the tables, identify out-of-range errors (e.g., a respondent marked on the survey a current age of 15 years, but military service requires that an individual be at least 17 years of age), create additional flag variables (e.g., a total score for the number of sexually harassing behaviors that a person experienced), and begin preliminary analyses. The final version of the datasets and tables also went through a similar fine tuning before they were published in their present form.

### ***Capturing Respondent-supplied Statements***

After each batch of surveys was scanned, the surveys were transferred to key-entry personnel for comment entry. These personnel manually checked each page of the survey to determine if a respondent had supplied narrative answers to "Other, please specify" items or the general comments section at the end of the survey. "Other, please specify" items offered respondents a space for writing an answer when the pre-specified options did not fully cover all alternatives. For this type of item, DRC entered the first 51 characters of the written response. For the general comments at the end of the survey, 100% of information on the comments page was captured. Additional materials (letters, documentation on complaints, etc.) sent back with the survey were read by DMDC staff, but the material was not added to the comments file.

The text of both types of narrative information was key entered verbatim into ASCII files and spell-checked. Proper names were replaced with "(name)" and expletives were changed according to the following rules.

- If the questionable word referred to a body part and was used to explain a situation, the data-entry person substituted a formal name for the slang/expletive word. The substituted word was enclosed in brackets.
- If the questionable words were used in any other manner (e.g., to call a person a derogatory name or to swear as part of a statement), the word was replaced with "(expletive)".

These ASCII files contain INRECNOs to allow DMDC personnel to relate narrative responses to all other variables in the sexual harassment databases. Because of privacy and confidentiality concerns, these files are not available for public release.

Three files were created for the text of all "Other, please specify" responses. These files were named SPECIFYA (for *Form A* text), SPECIFYB (for *Form B* text), and SPECIFYC (for *Form C* text). Within each file, responses were tied to a survey by the lithographic number and the "Other, please specify" question number.

Individual files were created for the text of all the open-ended general comment responses. The name of the comment file was the lithographic code of the survey from which the comment was taken.

When the scanner detected text in an "Other, please specify" or general comment area, it placed a "1" in the corresponding field in the scanned data files. These "1" flags were used during the survey field period to monitor the occurrence of write-ins and to help verify that all general comments and "Other, please specify" answers were keyed and associated with the appropriate sample member. Because the scanner could make false detections from printed text on the reverse side of the page, scanned detection of narrative answers may not be reliable for indicating that written text was entered.





## Survey Analysis Files

This section of the report (a) provides an overview of requirements for analysis of the data, (b) documents the structure of survey analysis files created for *Forms A-C*, (c) describes the assembly of the analysis files, and (d) provides an overview of the variables in the survey analysis files.

Care was taken in the preparation of survey analysis files to provide public-access to data from these surveys with sufficient information for accurate estimations, while meeting requirements for participant and non-participant anonymity. As described below, some detailed variables have been deleted from the public-release files either because (a) they are typically needed only to analyze survey methods and not needed to analyze the survey data or (b) they provide too great a chance of identifying an individual. For the latter reason, some demographic variables are available on public files only in a collapsed version.

### ***Estimation***

Data for *Forms A-C* were collected from non-proportional stratified random samples. Responses were weighted up to population totals adjusting for differential sampling and response rates in demographically homogenous groups. In general, the procedures used to compute sample estimates of population parameters (including population totals, means, proportions, tests of hypotheses and regression relations) and their associated variances are derived from the probability structure that gives rise to the observations. As with other surveys that involve complex probability structures, most of the parameter estimates of interest in this survey take the form of non-linear statistics. Examples include domain means and proportions where the denominator values are unknown and must be estimated from the sample data. The estimator takes the form of a ratio of random variables (i.e., the ratio of the estimated numerator and denominator totals or counts). In general, ratio estimates are not unbiased and their variances cannot be expressed in closed form. The bias in a ratio estimate depends on the variance associated with the denominator total or count and can usually be ignored in samples having a large number of observations. As a working rule, the bias may be assumed negligible if the number of observations on which the estimate is based exceeds 30 or is otherwise large enough so that the *coefficient of variation* [ $SE_{(x)}/x$ ] of the denominator is less than .10 (cf., Cochran, 1977, pp. 153-165).

Approximations must, however, be found for the variances. The approximations commonly take the form of Taylor series linearizations or replicate methods such as those based on resampling methods. Variables have been included in the analyses files so that variance estimates can be based on Taylor series linearizations computed by SUDAAN® for a stratified, without replacement design. Mason et al. (1996) provided more detail on variance estimation and examples of analyses of these data using SUDAAN®. Replicate methods can also be used to estimate the variances; however, replicate weights (required for many of these approaches) have not been prepared.

Many of the standard statistical software packages, such as SPSS® and SAS®, do not properly compute variance estimates from weighted data that were collected with a design other than simple random sampling. Analyzing the sexual harassment datasets with the proper use of FINAL\_WT as the weighting factor in standard statistical programs (e.g., SAS® and SPSS®) will result in accurate point estimates but will *not* result in accurate variance estimates. Wolter (1985) provides a detailed discussion on methods used for variance estimation from sample surveys including replication, Taylor series approximation, and analytic methods.

### **Data Structure**

Three analysis files have been prepared for each survey form: (a) the *Survey Analysis File*, which is the public-release file; (b) the *Methods Analysis File*, which is for internal DMDC use only and contains a more complete set of variables; and (c) the *Duplicates Analysis File*, which is structured like the Survey Analysis File but contains records for extra surveys returned from some survey participants. These files were prepared as SAS® system files. OS or flat files were also prepared from the SAS® system files. The OS files can be read as input by other statistical packages such as SPSS®, some of which can also use SAS® system files as input. File names are indicated in Table 9.

**Table 9.**  
***Analysis File Names***

	Form A	Form B	Form C
Survey Analysis File	SHS95AS.SD2	SHS95BS.SD2	SHS95CS.SD2
Methods Analysis File	SHS95AM.SD2	SHS95BM.SD2	SHS95CM.SD2
Duplicates Analysis File	SHS95AD.SD2	SHS95BD.SD2	SHS95CD.SD2

*Note.* The file extension .SD2 is for the SAS® system files. The file extension .DAT is used for the OS files.

### ***Survey Analysis File***

Because DMDC is unable to foresee all possible analyses that external analysts might want to conduct, every effort has been made to provide access to the vast majority of the data related to this project. The exception is that data for some variables have been either collapsed into broader categories or left out of the database to protect the anonymity of the respondents and nonrespondents.

The total of the three Survey Analysis Files is 50,051 records—14,658 *Form A*, 29,687 *Form B*, and 5,706 *Form C*. Two types of records are included in these files: records for study subjects determined to be ineligible (known ineligible), and records for study subjects who returned usable surveys and are assumed to be eligible (eligible respondents). Both the eligible respondents and known ineligible are included because they are needed to develop accurate weights that sum to the population total and to compute accurate variance estimates by the Taylor

series linearization method implemented by SUDAAN<sup>®</sup>. For all records in the Survey Analysis Files, WGHT\_FLG = 1, which is an indicator that the appropriate information was available to assign a non-zero final weight to the study subject. WGHT\_FLG is not an indicator of whether a completed survey was returned.

Figure 2 depicts the public-release Survey Analysis Files as a stack that includes these two types of records. Assignment of a record to one of those two subgroups was based on whether or not (a) a member returned a "completed" survey and (b) the person was eligible to be included in the population of interest (i.e., was found to be on active-duty in the DEERS files on 14 January 1995 and 4 April 1995, and did not contact DRC to indicate that they were ineligible, as discussed above).

**Figure 2.**  
***The Structure of the Survey Analysis Files***

Subgroups	Number of Records	Form(s) Completed
Known Ineligible Sample Members (WGHT_FLG = 1 and ELIG_FLG = 0)	1,059	Form A
	1,391	Form B
	346	Form C
	2,796	Total
Respondents, assumed eligible (WGHT_FLG = 1 and ELIG_FLG = 1)	13,599	Form A
	28,296	Form B
	5,360	Form C
	47,255	Total

The bottom portion of Figure 2 depicts those individuals assumed to be eligible (ELIG\_FLG = 1) who returned a survey. The bottom row of Table 2 shows that 47,255 usable surveys were returned for *Forms A, B, and C* from eligible respondents.

The top portion of Figure 2 represents those individuals drawn for the sample from the October ADMF and the September RCCPDS who later became ineligible (ELIG\_FLG = 0) to be included in the survey. For some of these individuals, the ineligibility was determined by DMDC record checks in January and April 1995; and for others, it was determined by self-report (see Table 2). Only 2,796 people from the entire sample of 91,006 fit into this category.

Only records with ELIG\_FLG = 1 contribute to accurate point estimates, and only these records should be used with statistical software other than SUDAAN®. Although records with ELIG\_FLG = 0 do not contribute to point estimates, they do contribute to the accuracy of variance computations by SUDAAN®. Appendix A in Mason et al. (1996) provided examples of using the ELIG\_FLG variable in the SUDAAN® SUBPOP statement.

### **Methods Analysis File**

The Survey Analysis File is a subset of the records and variables that are included in the Methods Analysis File. The Methods Analysis File cannot be released to the public because of anonymity requirements.

The combined Methods Analysis Files contain 90,006 records, one for every sampled person. In addition to the two types of respondent records included in the Survey Analysis Files, Figure 3 shows that the Methods Analysis Files also contain records for the nonrespondent subgroup. This subgroup includes all records indicated by WGHT\_FLG = 0, where no response was received and no information was received to indicate ineligibility. More specifically, it includes all members who are in two Table 2 subcategories—*Total: Not located* and *Total: Nonresponse*. The total number of records in these two subcategories is 40,955.

All variables in the Survey Analysis File for a particular form are documented in Appendix G of the report for that form. Intermediate weighting variables that appear only in the Methods Analysis Files are documented in Appendix E of the *Statistical Methodology Report* (Mason et al., 1996). Variables that appear in collapsed form in the Survey Analysis File and in a fuller version in the Methods Analysis File are discussed later.

### **Duplicates Analysis File**

A total of 694 duplicate surveys were returned. In many cases, duplicate surveys were blanks returned by individuals who had received a follow-up mailing after they had returned a completed survey. These blanks are represented in the Duplicates Analysis File. Also in the Duplicates Analysis Files is the later returned survey if more than one completed survey was returned. These files are for use in internal methodological research.

## **Guide to Using the Public-release Files**

### **Variables in the Survey Analysis Files**

The variables in the public-release files fall into four categories: (a) derived from survey responses, (b) created by DRC to document survey operations and data quality, (c) created by Mason et al. (1996) to develop weights for the statistical analyses, and (d) provided to DRC by DMDC. Variables are grouped in these categories in Appendix F and on the dataset documented in Appendix G. Additional variables in each category appear only in the confidential Methods Analysis Files.

**Figure 3.**  
*The Structure of the Methods Analysis Files*

Subgroups	Primary Analysis Variables	Confidential and Intermediate Weighting Variables	Number of Records	Form(s) Completed
Nonrespondents, eligibility unknown (WGHT_FLG = 0 and ELIG_FLG = .)			16,098 20,707 4,150 40,955	Form A Form B Form C Total
Known Ineligible Sample Members (WGHT_FLG = 1 and ELIG_FLG = 0)			1,059 1,391 346 2,796	Form A Form B Form C Total
Respondents, assumed eligible (WGHT_FLG = 1 and ELIG_FLG = 1)			13,599 28,296 5,360 47,255	Form A Form B Form C Total

*Note.* The shaded portion represents the subset of the Methods Analysis File that is contained in the Survey Analysis File.

**Survey-derived variables.** These variables came directly from the survey or were constructed using only information from the survey. There is at least one variable for every item in the survey except for a few items that had to be removed to preserve confidentiality as documented later. The annotated surveys (see Appendices A through C) contain the item names, the values used to code the pre-specified alternatives, and references to applicable Appendix E coding notes. Appendix J gives information on how DMDC evaluated the special values used for variables in survey skip patterns and documents the treatment of these values in DMDC analyses reported by Bastian et al. (1996).

Although the first part of Appendix E extensively documents the conventions that DMDC uses to name survey variables, a brief overview of the naming convention is also given here. In general, survey-derived variables can be subclassified as variables that begin with either "G" or

“SR.” (The one survey-derived variable that begins with something other than G or SR is “COMMENT.” Coding for this variable indicates whether the respondent wrote anything in the general comments box at the end of the survey.)

Naming of “G” variables is reviewed using the example variable, “GA95003A.” The first character in the name specifies the name of the survey. In the present case, the survey is the Gender Issues/Sex Roles survey. The second character denotes which survey form (i.e., *Form A*) the respondent completed. The third and fourth characters indicate the year (1995) in which the survey was administered. The last four digits indicate the item number—Item A in Question 3. Appendix E provides exceptions to this general convention.

The remainder of the survey-derived variables in this section of the dataset begin with “SR”—a mnemonic for self-reported or survey reported. The SR variables are a set of primarily demographic items that are named the same across all three forms. (For example, SRSVC is the variable name for the Service item included on all three forms.) Although all survey data—including responses for variables beginning with G—are self-reported, the SR is used to distinguish the survey-reported information from DMDC-provided information (e.g., SRSVC from the survey versus SVC from the DMDC databases).

**Operations contractor-generated variables.** DRC created three types of variables: missing, identifying, and matching. The missing variables listed in Table 10 were created to track the number of times that sample members skipped questions or gave invalid responses to survey items. (The latter part of Appendix E contains information on the survey-wide and item-specific codes that were used to indicate missing data.) The variables that begin with “MISS\_” provide the sum of how many times a respondent’s record contains each type of missing data. For the MISS\_ totals, mark-all-that-apply items were only counted once; and imputed variables were not counted.

**Table 10.**  
***Variables Indicating How Many Times Missing Codes Were Found on Each Record***

Variable Name	Variable Label	Definition
MISS_9	Count of -9/.	Invalid skip (i.e., no response) was given.
MISS_8	Count of -8/.A	Multiple responses were given when one answer was requested.
MISS_7	Count of -7/.0	Specified value is out of the normal range of expected values.
MISS_6	Count of -6/.N	Based on prior answer(s), an item was validly skipped.
MISS_4	Count of -4/.I	Respondent incompletely gridded an answer (e.g., left a column blank).
MISS_2	Count of -2/.	Continuation was implied based on the answer to another item.
MISS_TOT	Sum of MISS variables	This variable is the total number of MISS_ “X” entries on a record.

The identifying variables describe how the record was processed once a survey was returned. The variables BATCH, SERIAL, and LITHO uniquely identify each returned survey. LITHO is the lithographed serial number scanned from the survey. BATCH and SERIAL are the

codes printed on the survey during scanning to identify the scan batch number and scan order of each survey. These numbers can be used to retrieve the paper copy of a survey for a short time after it has been scanned (e.g., should researchers want to check electronically-stored information against the respondent's answer on the paper survey). SCANDATE is the date the survey was scanned, and INRECNO is a unique identification number that DRC assigned to each record/member. MAILING identifies which survey (e.g., the first wave mailing or the third wave re-mailing) the respondent returned.

The matching variables were used as a quality-control check. More specifically, matching variables (i.e., variables beginning "MAT") were created for some demographic variables to indicate whether or not survey-supplied information matched DMDC-provided data. The demographics used to create matching variables were gender, race, branch of Service, and paygrade. If either the DMDC-supplied or survey-derived information was missing, then the respondent was assigned a value for missing for that matching variable. A value of "1" was assigned if the survey- and DMDC-supplied data matched. Conversely, a value of "0" was assigned when the two types of data did not match.

**Analytic weighting variables.** The derivation and use of these variables are discussed in detail in the *Statistical Methods Report* (Mason et al., 1996), particularly Appendices A and E. The Survey Analysis Files have five analytic weighting variables:

WCSTRAT	Weighting class strata formed by aggregation of the sampling strata
WGHT_FLG	Flag indicating records weighted as respondents or known ineligible sample members—called RESP_FLG by Mason et al. (1996)
ELIG_FLG	Eligibility flag used to exclude ineligible sample members when computing point estimates
NWCSTRAT	Frame count within each weighting class stratum
FINAL_WT	Analysis weight

**DMDC-provided variables.** Before the first mailing, DMDC provided DRC with a tape containing information extracted from large, multi-purpose databases (i.e., DEERS, ADMF, and RCCPDS). The tape also included project-specific variables that were created from the extracted information. Three demographic variables that were not modified from record data are included in the Survey Analysis Files: gender (SEX), Service (SVC), and component (COMP).

Three other variables constructed from record data for sample planning are also in the Survey Analysis File. RSERVICE was formed from SVC and COMP to define a stratification variable—For stratification, all members in AGR/TAR programs, regardless of Service, were classified as AGR/TARs as if it were a Service. LOCATION is the stratification variable that was used to represent whether members were (a) stationed in the contiguous 48 states plus the District of Columbia, excluding Navy personnel and assigned to ships; or (b) stationed elsewhere, including all Navy personnel assigned to ships. As discussed previously, a third variable (OCCLS) was constructed to group duty occupations in terms of the percentage representation of women in the occupation group (also see Appendix K). This variable was not used to stratify the sample but was used to establish domains for the *Form B* survey sample plan.

Certain demographic variables, including some information collected on the survey form, had to be censored to preserve the anonymity promised to survey respondents. For example, R\_SRAGE, R\_SRED, and RGB95035, are recodings of SRAGE, SRED, and GB95035. The codebook page in Appendix G for each variable shows how it was collapsed from the fuller variable. Double asterisks (\*\*) on entries in Appendix D show which survey items were censored and the recoded version of the items.

Certain key demographic variables that were constructed for DMDC analyses (Bastian et al., 1996) are also included on the file. These variables (e.g., XSEX) are distinguished by names beginning with an "X". These analytic variables are based primarily<sup>4</sup> on self-reported information from the survey. In cases where the self-reported information was missing, the missing value was imputed from the member's record. Also, other imputations were made so that race and ethnicity could be reported in accordance with Office of Management and Budget (OMB, 1977) Statistical Directive 15 on standards for reporting Federal statistics. For members who self-reported "Other" as their race, race was imputed from record data; further, if the record data did not include a valid race value, then race was treated as missing. The SAS<sup>®</sup> code used in constructing these analytic variables is included in Appendix J.

The final variables on the Survey Analysis Files were constructed to indicate whether members reported that they had experienced unwanted/uninvited behaviors. Many of these variables were used in the analyses reported by Bastian et al. (1996). For Items GA95012A through GA95012J in *Form A*, two summary variables were constructed to indicate if the member marked that one or more behaviors was experienced. The first variable, INCTYP\_A, was used by Bastian et al. (1996) to maintain continuity with the calculation reported by Martindale (1990) which includes GA95015A through GA95015J in the calculation. Because items GA95015A through GA95015J were not included in *Form C*, a slightly different summary variable, INCTYP\_C, was also calculated. INCTYP\_C was calculated for the Survey Analyses Files for *Forms A* and *C* to allow comparisons of these two forms. INCTYP\_C was not reported in Bastian et al. (1996). The SAS<sup>®</sup> code used in constructing these analytic variables for the 1995 survey is included in Appendix J.

For Items GB95071A through GB95071X in *Forms B* and *C*, five category-specific variables and one overall summary for any type of behavior are included: CRDEBVR1 (Crude/Offensive Behaviors, Items 71a-d, f, g, l, m), SXSTBVR1 (Sexist Behaviors, Items 71e, h, i, k), SEXATTN1 (Unwanted Sexual Attention, Items 71j, n, q, r), SEXCOER1 (Sexual Coercion, Items 71o, p, s-v), SEXASSA1 (Sexual Assault, Items 71w, x), and INCTYPE1 (Any Incident, Items 71a-x)<sup>5</sup>. The SAS<sup>®</sup> code used in constructing these analytic variables for *Form B* is included in Appendix J.

Appendix J also documents many decisions made in analyses reported by Bastian et al. (1996). For a large number of survey items, analysts must make decisions on the treatment of

<sup>4</sup> The most important reason for giving primacy to self-reported data for analysis is that demographics (e.g., paygrade) on the survey are current with the collection of the other information on the survey.

<sup>5</sup> Item 71y (other) was excluded from analyses because it was rarely reported, and almost never was it the sole item marked in Question 71.



special codes used to indicate inconsistencies in the survey data, especially on respondent failures to follow skip pattern directions. Although the Survey Analysis Files do not contain recoded variables for these items, DMDC evaluations of the special codes for these items are included in Appendix J.

## ***A Description of the Information in Appendix G***

Regardless of whether analysts use all or only portions of the database, all analysts should start their analyses by replicating the results found in the tables in Appendix G. It is only by replicating these results that analysts can be sure that they are reading the data correctly. We especially recommend that frequencies be done for ELIG\_FLG and WGHT\_FLG. All cases should have a value of "1" for WGHT\_FLG indicating that the data are the set of records considered to be representative of the entire population for weighting and variance estimation. ELIG\_FLG should show the correct number of ineligible records which are to be excluded from all point estimates, but who will contribute to SUDAAN® variance estimations. An example of the tables in Appendix G is depicted in Figure 4. Thirteen aspects of the example are indicated by superscripted numbers and described in the following paragraphs that correspond to those numbers.

**1. The codebook title.** The title is the same for every page in Appendix G of this codebook. It lists both the survey and the specific Form.

**2. Variable name.** The variable name is up to eight characters in length and corresponds to the variable name that is used in the SAS®-based, public-release data file. The conventions for naming survey-derived variables are documented in Appendix E. Appendix F contains a full listing of these and other variables and short descriptions of what the variables document.

**3. Statement of survey item text.** The text is the verbatim quote of the item wording. In a very few cases, some of the text was deleted because of space limitations. When this occurred, analysts are alerted to this fact by a message at the end of the statement.

**4. Location of the item on the OS data file.** This information provides analysts with the location of the variable on the flat data files. The OS location provides information on (a) the starting and ending column numbers where the data are stored and (b) the number of columns that the data occupy. See Appendix H for further information on the file layout.

**5. Information on the variable in the version 6.11 SAS® data file.** Information on the SAS® version 6.11 system file. The length reported here may change for files that have been converted through transport files to other versions of SAS®.

**6. Counts of respondents represented by each value.** The count indicates the number of respondents who fall into the category corresponding to each value for the variable. The count provided for each variable value should correspond exactly to those that analysts would obtain when running frequencies on the accompanying database. Before running complex statistical analyses, analysts are encouraged to recreate the frequency tables in Appendix G. Recreating the

**Figure 4.**  
**Example of a Page from Appendix G**

<sup>1</sup>1995 Status of the Armed Forces Surveys (SAFS) - Form B

<sup>2</sup>SRSVC - <sup>3</sup>In what Service are you?

<sup>4</sup>OS DATA

COLS	LENGTH
0006-0007	2

<sup>5</sup>SAS DATA

FORMAT NAME	TYPE	LENGTH	INFORMAT
B SRSVC	NUM	4	STDOS2

<sup>6</sup> FREQ	<sup>7</sup> PERCENT	<sup>8</sup> OS VALUE	<sup>9</sup> SAS VALUE	<sup>10</sup> MEANING
197	0.7	-9	.	No response
1187	4.0	-1	.B	No survey returned
9241	31.1	1	1	Army
6108	20.6	2	2	Navy
2855	9.6	3	3	Marine Corps
7830	26.4	4	4	Air Force
2269	7.6	5	5	Coast Guard
<sup>11</sup> 29687	<sup>11</sup> 100.0	Totals		

<sup>12</sup>PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

<sup>13</sup>The Same Item in Other Forms

A	B	C	88
SRSVC		SRSVC	SRSVC

<sup>14</sup>G-4

counts minimally ensures that the data are being correctly read by the analysts' computers and programs.

**7. Percentages of respondents represented by each value.** The percentages are calculated by dividing the number in the "FREQ" column (on the same row) by the total number at the bottom of the "FREQ" column. The percentages provided for each variable value should correspond exactly to those that analysts would obtain when running frequencies on the accompanying database.

**8. Actual (or recoded) OS file response values.** The values appearing in this column are for the OS (flat file) version. Interpretation of these values and the rules for their assignment are found in the annotated survey form and the coding notes included in Appendix E.

**9. Actual (or recoded) SAS® file response values.** The values appearing in this column are for the SAS® system file. Interpretation of these values and the rules for their assignment are found in the annotated survey form and the coding notes included in Appendix E.

**10. Explanation of the response value codes.** The verbal explanations of the coding are found in either the annotated survey form or in Appendix E. If the verbal explanation of the coded information pertains to a response alternative in the annotated survey, the text in the table is the verbatim response from the form.

**11. Total of response frequencies and percents.** The number appearing at the bottom of the "FREQ" column is the total number of individuals in the public-release database. The number is the same for every table in this codebook. That is, every individual in the database is accounted for on every variable, even if the variable indicates only that the information was missing for the member.

The number appearing at the bottom of the "PERCENT" column is typically 100.0. Rounding of the percentages for the individual values in the table, however, occasionally causes the total percentage to be slightly above or below 100.

**12. Messages to analysts.** These messages alert analysts to a number of situations including (a) rounding errors resulted in a total percentage that was not equal to 100%, (b) the variable could assume values that were "Too numerous to list", (c) the variable was extracted from another specified database, (d) the variable documented in the table was created from multiple variables as specified in the message, and/or (e) an explanation is given to clarify further the statement (see numbered paragraph 3 above) about what the variable is.

**13. Crosswalk reference.** The crosswalk reference identifies whether or not other survey forms contain the same or a similar item. The reference provides a separate column for each of the three 1995 forms and the 1988 form. The first row of each column lists the form name, whereas the second row provides information about whether the same or a similar item can or cannot be found in another form. If an item name is specified in the second row, the

same item is included in the form appearing above the item name. If only an asterisk appears in a second row cell, a similar item appears in the form listed above the asterisk. To locate the similar item(s), the analyst must use the crosswalk in Appendix D. (The large number of cross references for some items prevented the listing of all similar items in the crosswalk tables in Appendix G.)

**14. Codebook page number.** This information is the page number corresponding to a specific variable. To locate a variable quickly, analysts can use Appendix F. In addition to providing the variable name and a short description of the variable, Appendix F also identifies the page number in Appendix G where the variable can be found.

## References

- Arvey, R. D., & Cavanaugh, M. A. (1995). Using surveys to assess the prevalence of sexual harassment: Some methodological problems. *Journal of Social Issues*, 51(1), 39-52.
- Bastian, L. D., Lancaster, A. R., & Reyst, H. E. (1996). *Department of Defense 1995 sexual harassment survey* (Report No. 96-014). Arlington, VA: Defense Manpower Data Center.
- Chromy, J. R. (1987). Design optimization with multiple objectives. In *Proceedings of the Section on Survey Research Methods* (pp. 194-199). Alexandria, VA: American Statistical Association.
- Cochran, W. G. (1977). *Sampling techniques* (3rd ed.). New York: John Wiley & Sons.
- Council of American Survey Research Organizations. (1982). *On the definition of response rates* (Special Report of the CASRO Task Force on Completion Rates, Lester R. Frankel, Chair). Port Jefferson, NY: Author.
- Culbertson, A. L., & Rosenfeld, P. (1994). Assessment of sexual harassment in the active-duty Navy. *Military Psychology*, 6(2), 69-93.
- Department of Defense. (1993, September). *Occupational conversion index: Enlisted/officer/civilian*. Washington, DC: Office of the Assistant Secretary of Defense (Personnel and Readiness).
- Sexual harassment: Illegal, repugnant, undermining*, 103<sup>rd</sup> Cong., 2d Sess. (1994, March 9). (testimony of Edwin Dorn).
- Edwards, J. E., Elig, T. W., Edwards D. L., & Riemer, R. A. (1997a). *The 1995 armed forces sexual harassment survey: Administration, datasets, and codebook for form a* (Report No. 95-014). Arlington, VA: Defense Manpower Data Center.
- Edwards, J. E., Elig, T. W., Edwards D. L., & Riemer, R. A. (1997b). *The 1995 armed forces sexual harassment survey: Administration, datasets, and codebook for form b* (Report No. 95-015). Arlington, VA: Defense Manpower Data Center.
- Edwards, J. E., Elig, T. W., Edwards D. L., & Riemer, R. A. (1997c). *The 1995 armed forces sexual harassment survey: Administration, datasets, and codebook for form c* (Report No. 95-016). Arlington, VA: Defense Manpower Data Center.
- Fitzgerald, L. F., Shullman, S., Bailey, N., Richards, M., Swecker, J., Gold, A., Ormerod, A. J., & Weitzman, L. (1988). The incidence and dimensions of sexual harassment in academia and the workplace. *Journal of Vocational Behavior*, 32, 152-175.

- Fox, R. J., Crask, M. R., & Kim, J. (1988). Mail survey response rate: A meta-analysis of selected techniques for inducing response. *Public Opinion Quarterly*, 52, 467-491.
- Harris v. Forklift Systems, Inc.* (1993). 114 S. Ct. 367.
- Hays, R. D., Sherbourne, C. D., & Mazel, R. M. (1993). The RAND 36-item health survey 1.0. *Health Economics*, 2, 217-227.
- Kalton, G. (1988). Survey sampling. *Encyclopedia of Statistical Sciences*, 9, 111-119.
- Martindale, M. (1990). *Sexual harassment in the military: 1988*. Arlington, VA: Defense Manpower Data Center.
- Mason, R. E., Kavee, J. A., Wheelless, S. C., George, B. J., Riemer, R. A., & Elig, T. W. (1996). *The 1995 armed forces sexual harassment survey: Statistical methodology report* (Report No. 96-016). Arlington, VA: Defense Manpower Data Center.
- OMB Statistical Policy Directive No. 15 (1977). *Race and ethnic standards for federal statistics and administrative reporting*. Washington, DC: U.S. Office of Management and Budget.
- Mowday, R. T., Steers, R. M., & Porter, L. W. (1979). The measurement of organizational commitment. *Journal of Vocational Behavior*, 14, 224-247.
- SAS® System [Computer software]. (1996). Cary, NC: SAS Institute Inc.
- Secretary of Defense. (1994, August 22). *Prohibition of sexual harassment in the Department of Defense (DoD)* (memorandum). Washington, DC: Author.
- SPSS® for Windows™ [Computer software]. (1993). Chicago, IL: SPSS Inc.
- SUDAAN® Software for the Statistical Analysis of Correlated Data [Computer software]. (1996). Research Triangle Park, NC: Research Triangle Institute.
- U.S. Merit Systems Protection Board. (1981). *Sexual harassment in the federal workplace—Is it a problem?* Washington, DC: Author.
- U.S. Merit Systems Protection Board. (1988). *Sexual harassment in the federal government: An update*. Washington, DC: Author.
- U.S. Merit Systems Protection Board. (1995). *Sexual harassment in the federal workplace: Trends, progress, continuing challenges*. Washington, DC: Author.
- Wolter, K. M. (1985). *Introduction to variance estimation*. New York: Springer-Verlag.

Yammarino, F. J., Skinner, S. J., & Childers, T. L. (1991). Understanding mail survey response behavior: A meta-analysis. *Public Opinion Quarterly*, 55, 613-639.





## **Appendix A**

### ***Status of the Armed Forces Surveys: 1995 Form A—Sex Roles in the Active-Duty Military***

# FINAL CODING FORM

RCS: DD-P&R(BI)1947  
Exp. 6/27/97  
IRCN 0423 DoD BI  
Exp. 8/31/98

## STATUS OF THE ARMED FORCES SURVEYS 1995 Form A—Sex Roles in the Active-Duty Military

### SURVEY PURPOSE

This is a worldwide scientific survey of how men and women work together in the four DoD Active-duty Military Services and the Coast Guard being conducted for the Office of the Secretary of Defense by the Defense Manpower Data Center (DMDC). The purpose of this survey is to ask you about your observations, opinions and experiences with ALL KINDS of sexual talk and behavior that can occur at work. IT IS IMPORTANT THAT PERSONS WHO HAVE NOT BEEN SEXUALLY HARASSED, AS WELL AS THOSE WHO HAVE BEEN SEXUALLY HARASSED, RESPOND.

### PRIVACY NOTICE

In accordance with the Privacy Act of 1974 (Public Law 93-579), this notice informs you of the purpose of the survey and how the findings will be used. Please read it carefully.

AUTHORITY: 10 United States Code, Sections 136 and 2358.

PRINCIPAL PURPOSE: Information collected in this survey will be used to sample attitudes and perceptions of military members about personnel relationships, programs, and policies. This information will assist in the formulation of policies which may be needed to improve the military working environment and relevant personnel policies. Reports will be provided to the Secretaries of Defense and Transportation, each Military Service, and the Joint Chiefs of Staff. Findings will be used in reports and testimony provided to Congress. Some findings may be published by the Defense Manpower Data Center (DMDC) or professional journals, or reported in manuscripts presented at conferences, symposia, and scientific meetings. In no case will the data be reported or used for identifiable individual(s).

ROUTINE USES: None

DISCLOSURE: Providing information on this survey is voluntary. There is no penalty if you choose not to respond. However, maximum participation is encouraged so that the data will be complete and representative. Your survey instrument will be treated as confidential. Identifying information will be used only by persons engaged in, and for the purposes of, the survey. Only group statistics will be reported.

DMDC Survey No. 95-001a

DEFENSE MANPOWER DATA CENTER  
ATTN: SURVEY PROCESSING ACTIVITY  
DATA RECOGNITION CORPORATION  
5900 BAKER ROAD  
MINNETONKA, MN 55345-5967

PLEASE DO NOT WRITE IN THIS AREA



72382



- THIS IS NOT A TEST, SO TAKE YOUR TIME.
- SELECT ANSWERS THAT BEST FIT YOU.
- MARK ONLY ONE ANSWER FOR EACH QUESTION UNLESS THE QUESTION SAYS TO MARK ALL THAT APPLY.

RIGHT MARK ● WRONG MARKS ○ ⊗ ⊕ ⊖

- MAKE HEAVY BLACK MARKS THAT FILL THE RESPONSE CIRCLES.
- DO NOT MAKE ANY MARKS OUTSIDE OF THE RESPONSE CIRCLES OR WRITE-IN BOXES.
- IF YOU CHANGE YOUR MIND, ERASE OLD MARKS COMPLETELY.
- DO NOT USE INK, BALLPOINT, OR FELT TIP PENS.

## PLEASE READ THIS BEFORE YOU BEGIN

- This survey deals with sexual talk and behavior which can range from apparently casual remarks (like "Mary (or Joe) looks sexy today") to the serious crimes of sexual assault and rape. Sometimes this sexual talk and behavior is considered sexual harassment and sometimes it is not.
- Certain kinds of UNINVITED and UNWANTED sexual talk and behavior occurring at work can be considered sexual harassment. Examples are:  
Actual or attempted rape or sexual assault.  
Unwanted, uninvited pressure for sexual favors (Example: Someone tried to talk you into performing a certain sexual act with or for them, maybe promising a reward).  
Unwanted, uninvited touching, leaning over, cornering, pinching or brushing against of a deliberately sexual nature.  
Unwanted, uninvited sexually suggestive looks, gestures or body language (Example: Someone at work kept staring at your sexual body parts).  
Unwanted, uninvited letters, telephone calls, or materials of a sexual nature (Examples: Someone at work called you and said foul things; someone at work brought nude pictures for you to look at; someone sent you letters suggesting that you and the person have sex).  
Unwanted, uninvited pressure for dates (Example: a superior kept pressuring you to go out).  
Unwanted, uninvited sexual teasing, jokes, remarks or questions (Examples: Someone told you that you have a nice body; someone asked you how your sex life is; someone told crude jokes to embarrass you; someone jokingly made some comment about how you might perform in bed).  
Unwanted, uninvited whistles, calls, hoots or yells of a sexual nature (Example: One or more persons whistled at you or yelled some sexual things at you from a window or from a car driving past you).  
Unwanted, uninvited attempts to get your participation in any other kinds of sexually oriented activities (Examples: Someone tried to get you involved in group sex, or pose for nude films, or to seduce someone for fun).
- BOTH MEN AND WOMEN CAN BE VICTIMS OF SEXUAL HARASSMENT; BOTH WOMEN AND MEN CAN BE SEXUAL HARASSERS; PEOPLE CAN SEXUALLY HARASS PERSONS OF THEIR OWN SEX.
- Your frank and honest answers will help give us an accurate picture of the situation, and assist in the evaluation and development of policies. Please read all questions and instructions CAREFULLY before responding. We appreciate your time.

## THANK YOU

U.S. GOVERNMENT PRINTING OFFICE: 1994-316-734/00013

# STATUS OF THE ARMED FORCES SURVEYS

## 1995 Form A—Sex Roles in the Active-Duty Military

### SECTION 1

In this section, we ask you some general questions about sexual harassment in the active-duty military environment and your perceptions about official actions and policies concerning such harassment.

- GA95001
1. If you have worked outside the active-duty military, would you say that there is more or less unwanted sexual attention in non-military jobs?
- 1 ☐ I have never held a nonmilitary job
- 2 ☐ There is more in nonmilitary jobs
- 3 ☐ There is about the same in military and nonmilitary jobs
- 4 ☐ There is less in nonmilitary jobs
- 99 ☐ Don't know/Can't judge
- 0 ☐ I have never observed unwanted sexual attention in either active-duty military or non-military jobs
- GA95002
2. Please read the statements below and select the one which best represents the attitude toward sexual harassment of the commanding officer at your base/post.
- 1 ☐ The CO very ACTIVELY DISCOURAGES sexual harassment
- 2 ☐ The CO has spoken out against it AND does seem to want it stopped
- 3 ☐ The CO has NOT spoken out against it BUT seems to want it stopped
- 4 ☐ The CO HAS spoken out against it BUT really seems not to care about it
- 5 ☐ The CO seems uninformed about sexual harassment
- 6 ☐ The CO may or may not have spoken out against sexual harassment but really seems to condone it
- 7 ☐ The CO has NOT spoken out against it AND seems not to care about it
- 8 ☐ The CO seems to actually encourage sexual harassment
- 9 ☐ The CO's attitude is unknown/The CO is new/The subject hasn't come up

3. For each person or organization given below, please give your opinion about whether it or they make honest and reasonable efforts to stop sexual harassment in the active-duty military, regardless of what is said officially.

PERSON OR ORGANIZATION

a. Senior leadership of my Service GA95003A

b. Senior leadership on my installation/ship GA95003B

c. My immediate supervisor/commanding officer GA95003C

d. Other unit commanders I've had GA95003D

e. My training instructor(s) GA95003E

f. Commanding officers at my other assignment stations GA95003F

MAKE REASONABLE EFFORTS?

1 Yes	No Opinion	0 No	-6 Not Applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

PLEASE DO NOT WRITE IN THIS AREA



72382

4. Have you ever requested a transfer or considered leaving the active-duty military because someone was bothering you sexually? Mark all that apply.

- A ☐ No GA95004A - GA95004F  
 B ☐ No, but I have considered asking for a transfer  
 C ☐ Yes, I have requested a transfer and have been transferred  
 D ☐ Yes, I have requested a transfer but am awaiting transfer  
 E ☐ Yes, I have considered leaving the military due to sexual harassment but decided to stay  
 F ☐ Yes, I am considering leaving now due to sexual harassment

5. Do you, from your own knowledge or from what the person(s) said, know anyone who has experienced sexual harassment while on duty? Mark one answer. Do not include yourself.

- ☐ No, I don't know anyone GA95005  
 1 ☐ I know one person  
 2 ☐ I know two people  
 3 ☐ I know three people  
 4 ☐ I know four or more people

6. In most cases, how effective do you think it is for personnel to take each action given below to make others stop bothering them sexually? Mark one answer for each action.

GA95006A - GA95006L

ACTION:

- a. Ignoring the behavior  
 b. Avoiding the person(s)  
 c. Asking or telling the person(s) to stop  
 d. Threatening to tell or telling co-worker(s)  
 e. Threatening to tell the person(s)' unit commander(s)  
 f. Reporting the behavior to the person(s)' unit commander(s) or others up the chain  
 g. Filing a formal complaint  
 h. Threatening to tell the person(s)' spouse(s)  
 i. Threatening to tell your own spouse or mate  
 j. Threatening some drastic action outside channels if the person(s) doesn't (don't) stop  
 k. Becoming extra firm and professional at work  
 l. Other (Specify: \_\_\_\_\_)

	1	2	3	4	5
	HOW EFFECTIVE IS THE ACTION?				
Makes Things Worse	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Not Effective	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Somewhat Effective	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effective	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Very Effective	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

7. Do you personally know anyone in the active-duty military who, in your opinion, was unfairly accused of sexual harassment (officially or unofficially) in the past year?

- 1 ☐ Yes  
 2 ☐ Not sure  
 3 ☐ No

GA95007

8. Was there any sexual talk or behavior at work during the past year that, overall, created an offensive, hostile or intimidating environment for you?

- 4 ☐ Always  
 3 ☐ Most of the time  
 2 ☐ Sometimes  
 1 ☐ Rarely  
 0 ☐ Never

GA95008

9. Listed below are some actions which might be taken in an effort to reduce sexual harassment. We ask you to indicate whether any of these actions has been taken at your current duty station. *Mark one answer for each action.*

GA9509A - GA9509J

HAS THE ACTION BEEN TAKEN  
AT YOUR BASE/POST?

ACTIONS:

- a. Establishing policies prohibiting sexual harassment
- b. Providing swift and thorough investigation of sexual harassment complaints
- c. Enforcing penalties against unit commanders or other superiors who allow sexual harassment to continue
- d. Enforcing penalties against sexual harassers
- e. Publicizing the availability of formal complaint channels
- f. Providing counseling services for victims of sexual harassment
- g. Providing awareness training for active military personnel
- h. Providing awareness training for unit commanders and Equal Opportunity officials
- i. Establishing a specific office at each base/post which has the authority to investigate complaints regarding sexual harassment, to provide remedies for victims and/or penalties against harassers
- j. Other action (Specify: GA9509SP)

Yes	Don't Know	No
<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

10. Have you ever observed American military personnel at your current duty station sexually harassing any nonmilitary persons listed below? *Mark all that apply.*

- A ☐ One or more civilian employee(s) of the Department of Defense (DoD), one of the Services or Coast Guard
- B ☐ One or more local civilian residents
- C ☐ One or more foreign national employee(s) of the DoD, of the Services or Coast Guard
- D ☐ One or more other foreign national(s)
- E ☐ Civilian contractors with DoD/one of Services
- F ☐ No, I have NOT observed American military personnel sexually harassing any nonmilitary person(s) listed

GA9509A - GA9509F

Go To Next Section

PLEASE DO NOT WRITE IN THIS AREA



72382

## SECTION 2

This section asks about any experience YOU have had with UNINVITED and UNWANTED sexual attention in the course of performing your duties in the active-duty military. ALTHOUGH THE SECTION WILL TAKE SOME TIME TO COMPLETE, IT WILL PROVIDE THE MOST IMPORTANT INFORMATION BEING GATHERED BY THIS SURVEY.

Please Note: Sexual attention can be welcome or unwelcome. "UNINVITED AND UNWANTED TALK AND BEHAVIOR" is talk and behavior which you did NOT provoke, did NOT ask for, are NOT responsible for and do NOT participate in willingly or jokingly. Keep the examples of sexual attention given below in mind as you answer the rest of the survey.

11. Have YOU EVER RECEIVED any of the following kinds of UNINVITED and UNWANTED sexual attention from someone AT WORK while serving in the active-duty military? Mark all that apply.

### TYPE OF UNINVITED, UNWANTED SEXUAL ATTENTION

GA95011A - GA95011K

Note 24

- ☐ A Actual or attempted rape or sexual assault
- ☒ B Unwanted, uninvited pressure for sexual favors  
(Example: Someone tried to talk you into performing a certain sexual act with or for them, maybe promising a reward)
- ☐ C Unwanted, uninvited touching, leaning over, cornering, pinching or brushing against of a deliberately sexual nature
- ☐ D Unwanted, uninvited sexually suggestive looks, gestures or body language  
(Example: Someone at work kept staring at your sexual body parts)
- ☐ E Unwanted, uninvited letters, telephone calls, or materials of a sexual nature  
(Examples: Someone at work called you and said foul things, someone at work brought nude pictures for you to look at, someone sent you letters suggesting that you and the person have sex)
- ☐ F Unwanted, uninvited pressure for dates  
(Example: A superior kept pressuring you to go out)
- ☐ G Unwanted, uninvited sexual teasing, jokes, remarks or questions  
(Examples: Someone told you that you have a nice body, someone asked you how your sex life is, someone told crude jokes to embarrass you, someone jokingly made some comment about how you might perform in bed)
- ☐ H Unwanted, uninvited whistles, calls, hoots or yells of a sexual nature  
(Example: One or more persons whistled at you or yelled some sexual things at you from a window or from a car driving past you)
- ☐ I Unwanted, uninvited attempts to get your participation in any other kinds of sexually oriented activities  
(Examples: Someone tried to get you involved in group sex, or to pose for nude films, or to seduce someone for fun)
- ☐ J Other unwanted, uninvited attention of a sexual nature (Specify: GA9511SP)
- ☒ K No, I have NEVER experienced any UNINVITED and UNWANTED sexual attention from someone at work while in the active-duty military

Note 25

IF YOU HAVE NEVER RECEIVED ANY FORM OF SEXUAL ATTENTION THAT WAS UNWANTED AND UNINVITED FROM SOMEONE AT WORK WHILE IN THE ACTIVE-DUTY MILITARY, GO TO SECTION 3 ON PAGE 14. OTHERWISE, GO TO QUESTION 12 BELOW.

12. Have you received any of the following kinds of UNINVITED AND UNWANTED sexual attention DURING THE LAST 12 MONTHS from someone where you work in the active-duty military? (If you have served less than 1 year, answer for your entire service period.)

GA95012A - GA95012K

TYPE OF UNINVITED, UNWANTED SEXUAL ATTENTION

- a. Actual or attempted rape or sexual assault  
b. Pressure for sexual favors  
c. Sexual touching, leaning over, cornering, pinching or brushing against  
d. Sexually suggestive looks, gestures or body language  
e. Letters, telephone calls or materials of a sexual nature  
f. Pressure for dates  
g. Sexual teasing, jokes, remarks or questions  
h. Sexual whistles, calls, hoots or yells  
i. Attempts to get your participation in any other sexual activities  
j. Other sexual attention (Specify: GA9512SP)  
k. No, I have NOT experienced any unwanted, uninvited sexual attention from someone at work IN THE LAST 12 MONTHS

FREQUENCY IN THE LAST 12 MONTHS

0 Never	1 Once	2 Once a Month or Less	3 2-4 Times a Month	4 Once a Week or More
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

IF YOU HAVE NOT RECEIVED ANY UNWANTED, UNINVITED SEXUAL ATTENTION FROM SOMEONE WHERE YOU WORK IN THE LAST 12 MONTHS, GO TO SECTION 3 ON PAGE 14. OTHERWISE, GO TO QUESTION 13 BELOW.

If uninvited and unwanted sexual attention HAS happened to you while AT WORK in the active-duty military within the last 12 months: SELECT THE ONE EXPERIENCE THAT HAD THE GREATEST EFFECT ON YOU AND ANSWER THE REST OF THE QUESTIONS IN THIS SECTION IN TERMS OF THAT EXPERIENCE.

13. Describe the experience you have in mind.

Mark all that apply.

GA95013A - GA95013H

- A ☐ This was my only experience  
B ☐ This was my most recent experience  
C ☐ This experience is still continuing  
D ☐ This experience permanently damaged my career  
E ☐ This experience caused me to lose friends  
F ☐ This experience caused me to transfer  
G ☐ This experience may cause me to leave the Service  
H ☐ This did not actually occur (only) at the work site

14. Did this experience take place at the duty station where you are now assigned, at some other assignment location, while you were on temporary duty elsewhere (TDY), or on recruit (basic) training? Mark one.

- 1 ☐ This experience took place here  
2 ☐ This experience took place at another duty station  
3 ☐ This experience took place on recruit (basic) training elsewhere  
4 ☐ This experience took place while I was on TDY

PLEASE DO NOT WRITE IN THIS AREA



72382



15. During the experience you have in mind, which of the following UNINVITED, UNWANTED sexual attention happened to you? Mark all that apply.

- ☐ A Actual or attempted rape or sexual assault  
☐ B Pressure for sexual favors  
☒ C Sexual touching, leaning over, cornering, pinching or brushing against  
☒ D Sexually suggestive looks, gestures, or body language  
☒ E Letters, telephone calls, or materials of a sexual nature  
☐ F Pressure for dates  
☐ G Sexual teasing, jokes, remarks or questions  
☐ H Whistles, calls, hoots or yells of a sexual nature  
☐ I Attempts to get your participation in other sexually oriented activities  
☐ J Other unwanted, uninvited sexual attention  
 (Specify: GA9515SP)

GA95015A - GA950150

Note 28

Note 29

16. How did you respond to this sexual attention and what effect did your action(s) have? FOR EACH ACTION BELOW, please FILL IN EITHER the "Did Not Do This" circle OR the circle below the effect your action had.

GA95016A - GA95016K

ACTION

EFFECT OF ACTION

- a. I ignored the behavior or did nothing  
 b. I avoided the person(s)  
 c. I asked or told the person(s) to stop  
 d. I threatened to tell or told others  
 e. I reported the behavior to the unit commander or other official(s)  
 f. I made a joke of the behavior  
 g. I went along with the behavior  
 h. I transferred, disciplined or gave a poor fitness report to the person(s)  
 i. I got someone else to speak to the person(s) about the behavior  
 j. I threatened to harm the person(s) if the behavior continued  
 k. I did something else (Specify: GA95016SP)

You Did Not Do This	Made Things Worse	Made No Difference	Made Things Better
<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

17. Over what period of time did you keep receiving this uninvited, unwanted sexual attention?

Mark one. GA95017

- ☐ 1 it was a single event (GO TO QUESTION 19)  
☐ 2 Less than one week  
☐ 3 1 to 4 weeks  
☐ 4 1 to 3 months  
☐ 5 4 to 6 months  
☐ 6 More than 6 months

18. During this period of time, how frequently did the person(s) involved sexually bother you?

GA95018

- ☐ 1 Once a month or less  
☐ 2 2 to 4 times a month  
☐ 3 Every few days  
☐ 4 Every day  
☐ 5 it varied—sometimes a lot, sometimes not often  
☐ 6 Every time the person(s) saw me

19. As a result of your response to the uninvited, unwanted sexual attention, did any of the following changes happen in your work situation? Mark all that apply. GA95019A - GA95019H

- A ☐ My work assignments or conditions got worse
- B ☐ I was denied a promotion or good fitness report
- C ☐ I transferred to another location
- D ☐ I was reassigned/transferred to another location
- E ☐ I transferred to another work site at the same installation
- F ☐ My working conditions got better
- G ☐ I received a promotion or good fitness report
- H ☐ No changes occurred in my work situation

Note 28

Note 31

20. Did you take any formal (official) action(s) against the person(s) who victimized you?

- 0 ☐ No (GO TO QUESTION 21) GA95020
- 1 ☐ Yes (GO TO QUESTION 22)

Note 32

21. What were your reasons for not taking any formal (official) actions? Mark all that apply.

GA95021A - GA95021M

- A ☐ I took care of the problem myself/thought I could take care of it
- B ☐ The person(s) was (were) not at my duty station
- C ☐ Didn't know the person(s) who did it
- D ☐ Someone else took action for me or said something in my behalf
- E ☐ I did not know what actions to take
- F ☐ I saw no need to report it
- G ☐ I did not want to hurt the person(s) who bothered me
- H ☐ I was too embarrassed
- I ☐ I did not think anything would be done
- J ☐ I thought it would take too much time and effort
- K ☐ I thought that it would be held against me or that I would be blamed
- L ☐ I thought it would make my work situation unpleasant
- M ☐ I thought I would be labelled a troublemaker

NOW GO TO QUESTION 24 ON PAGE 10.

22. What formal action(s) did you take, and what effect did each have? FOR EACH ACTION BELOW, please FILL IN EITHER the "Did Not Do This" circle OR the circle below the effect your action had.

GA95022A - GA95022H

ACTION

- a. I requested an investigation by my unit commander
- b. I requested mast
- c. I requested an investigation by the special office for handling these kinds of complaints, such as Equal Opportunity, Social Actions
- d. I requested a judicial board to review the case
- e. I requested an investigation by a person above my unit commander
- f. I requested an investigation by the Inspector General's Office
- g. I requested a temporary assignment elsewhere
- h. Other (Specify: \_\_\_\_\_)

EFFECT OF ACTION

You Did Not Do This	Made Things Worse	Made No Difference	Made Things Better
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Note 33

GA9522SP

23. How did your unit commander or other officials respond to the formal action you took? Mark all that apply.

- A ☐ Found my charge to be true
- B ☐ Found my charge to be false
- C ☐ Corrected the damage done to me
- D ☐ Took action against the person(s) who bothered me
- E ☐ Were hostile or took action against me
- F ☐ Unit commander/other officials did nothing
- G ☐ The action is still being processed
- H ☐ I don't know whether anyone did anything

Note 34

GA95023A - GA95023H

GA95024A-GA95024S

-6      1      2      3  
EFFECT OF ATTENTION

- a. My feelings about the military
- b. My feelings about my unit
- c. My opinion of the opposite sex
- d. My opinion of members of my own sex
- e. My feelings about work
- f. My self-esteem
- g. My opinion of my superiors
- h. My emotional condition
- i. My physical condition
- j. My ability to work with others on the job
- k. The quality of my work
- l. The quantity of my work
- m. My relations with my spouse
- n. My relations with other family member(s)
- o. My time and attendance at work
- p. My overall fitness for service
- q. My readiness
- r. My attitude about doing a good job
- s. My sense of control over my job

[illegible]

Note 35

GA95026

Note 28

- A ☐ Your immediate military supervisor  
B ☐ Your immediate civilian supervisor  
C ☐ Your unit commander  
D ☒ Other higher level military personnel  
E ☐ Your military co-worker(s)  
F ☐ Your civilian co-worker(s)  
G ☐ Your military subordinate(s)  
H ☐ Your civilian subordinate(s)  
I ☐ Other military person(s)  
J ☐ Other civilian person(s)  
K ☐ Other or unknown

GA95028

- 1 ☐ Yes, the person(s) was (were) in my unit
- 2 ☐ No, the person(s) was (were) NOT in my unit
- 3 ☐ Some were, some were not in my unit
- 4 ☐ No, but the person(s) and I had been in the same unit in the past

PLEASE DO NOT WRITE IN THIS AREA

14-00000

EDGE DO NOT WRITE IN THIS AREA

72382.

29. Please describe the person(s) who sexually bothered you. Mark one circle in sections a-c below. Mark all circles that apply in sections d and e.

**a. Sex of Person(s)**

- 1 ☐ Male
- 2 ☐ Female
- 3 ☐ Two or more males
- 4 ☐ Two or more females
- 5 ☐ Both sexes
- 6 ☐ Unknown

GA95029A

**b. Age of Person(s)**

- 1 ☐ Older
- 2 ☐ Same age
- 3 ☐ Younger
- 4 ☐ Mixed
- 5 ☐ Unknown

GA95029B

**c. Race of Person(s)**

- 1 ☐ Same as yours
- 2 ☐ Different
- 3 ☐ Some same, some different
- 4 ☐ Unknown

GA95029C

**d. Marital Status of Person(s)**

Mark all that apply.

- 1 ☐ Married
- 2 ☐ Single
- 3 ☐ Divorced, separated, widowed
- 4 ☐ Unknown

GA9529D1 -  
GA9529D4

Note 29

**e. Military/Civilian Status of Person(s)**

Mark all that apply.

- 1 ☐ U.S. military
- 2 ☐ DoD/Service civilian employee
- 3 ☐ Civilian contractor
- 4 ☐ DoD/Service foreign-national employee
- 5 ☐ Local civilian resident
- 6 ☐ Local foreign-national resident
- 7 ☐ Unknown

GA9529E1 -  
GA9529E7

Note 29

30. How long had you been in the active-duty service when the incident or episode occurred or began?

- 1 ☐ Less than 6 months
- 2 ☐ 6 months but less than 1 year
- 3 ☐ 1 year but less than 2 years
- 4 ☐ 2 years but less than 5 years
- 5 ☐ 5 years or more

GA95030

31. Do you know whether the person(s) who bothered you has (have) sexually bothered other military personnel during duty hours?

- 1 ☐ I don't know if the person(s) has (have) done this
- 2 ☐ I know one person has; I don't know about others
- 3 ☐ The only person involved has not bothered others
- 4 ☐ The only person involved has bothered others
- 5 ☐ Most or all involved have bothered others
- 6 ☐ Most or all involved have not bothered others

32. Did you receive medical assistance or emotional counseling from a trained professional as a result of the sexual attention?

- 1 ☐ Yes, I received medical assistance
- 2 ☐ Yes, I received counseling from a trained professional
- 3 ☐ Yes, I received both medical assistance and emotional counseling
- 4 ☐ No, but emotional counseling might have been helpful
- 5 ☐ No, but medical assistance might have been helpful
- 6 ☐ No, I did not need either medical assistance or emotional counseling

33. Aside from other actions you might have taken, did you discuss the situation privately with family, friends or others, or seek advice about what to do? Mark all that apply.

- A ☐ No, I did not discuss it or seek advice
- B ☐ I talked with one or more friend(s) briefly
- C ☐ I talked with one or more family members briefly
- D ☐ I talked at length with friend(s) about it
- E ☐ I talked at length with one or more family members about it
- F ☐ I talked with one or more co-worker(s) about it
- G ☐ I talked "off the record" with my unit commander
- H ☐ I asked for advice from one or more friend(s)
- I ☐ I asked for advice from one or more family member(s)
- J ☐ I asked for advice from one or more co-worker(s)
- K ☐ I talked to a chaplain, priest, rabbi, minister or other church-related person about it
- L ☐ Other (Specify: \_\_\_\_\_)

GA9533SP

Note 36

34. If you used any annual leave or were ever out sick as a result of the unwanted, uninvited sexual attention, please indicate how many days you were absent. GA95034

☐ None  
☐ One day  
☐ Two days  
☐ Three to five days  
☐ Six to ten days  
☐ More than 10 days

35. In comparison to your normal job performance, was your productivity (that is, either how much work you did or how well you did it) affected by the unwanted, uninvited sexual attention? If so, please indicate the extent your productivity was affected. (In responding, do not count time lost due to use of sick or annual leave.) GA95035

☐ My productivity was not affected (GO TO QUESTION 37)  
☐ Don't know/Can't judge (GO TO QUESTION 37)  
☐ My productivity was slightly reduced (10% or less)  
☐ My productivity was noticeably reduced (11%–25%)  
☐ My productivity was markedly reduced (26%–50%)  
☐ My productivity was dramatically reduced (more than 50%)

Note 37

36. If your productivity was reduced, how long did this reduction continue? GA95036

☐ Only when the uninvited, unwanted behavior was occurring  
☐ Only during the TDY  
☐ Less than 1 week  
☐ 1 week but less than 1 month  
☐ 1 month but less than 4 months  
☐ 4 months but less than 6 months  
☐ 6 months or more  
☐ Don't know/Can't judge

37. At the time this unwanted, uninvited sexual attention occurred or began, who was in your normal work group (that is, the people you worked with every day)? (If you were on TDY, answer for the group you worked with daily while at the temporary location.) GA95037

☐ All men  
☐ More men than women  
☐ Equal numbers of men and women  
☐ More women than men  
☐ All women

38. At the time this unwanted, uninvited sexual attention occurred or began, was your immediate supervisor male or female? (If you were on TDY and were not traveling with your usual supervisor, answer for the person in charge at the TDY location.) GA95038

☐ Female  
☐ Male

39. At the time this unwanted, uninvited sexual attention occurred or began, were you one of the first of your sex to be doing your kind of work (that is, your specific MOS/AFSC/rating/designator) in the unit where you were assigned? (If you were on TDY, please answer for the group you were working with at that location.) GA95039

☐ Yes, I was the first and only of my sex  
☐ Yes, I was in the first group of my sex along with some others  
☐ Yes, I was in one of the first groups of my sex to be doing the work but not in the very first group  
☐ No, members of my sex had been doing the work for a while  
☐ No, members of my sex had been doing the work for a long time  
☐ No, members of my sex have always been doing that work in the unit  
☐ Don't know

PLEASE DO NOT WRITE IN THIS AREA



72382

40. At the time this unwanted, uninvited sexual attention occurred or began, what was your paygrade? GA95040

ENLISTED	WARRANT	OFFICER
01 0E-1	11 OW-1	21 0O-1
02 0E-2	12 OW-2	22 0O-2
03 0E-3	13 OW-3	23 0O-3
04 0E-4	14 OW-4	24 0O-4
05 0E-5	15 OW-5	25 0O-5
06 0E-6		26 0O-6
07 0E-7		27 0O-7
08 0E-8		28 0O-8
09 0E-9		29 0O-9

41. At the time the unwanted, uninvited sexual attention occurred or began, were you a supervisor who gave fitness reports to others?

1 0 Yes  
0 0 No GA95041

42. At the time the unwanted, uninvited sexual attention occurred or began, how many people were in your immediate work group (that is, the people you saw and worked with every day)? (If you were on TDY, answer for your work group at that temporary location.)

1 0 1-5 persons  
2 0 6-15 persons  
3 0 16-25 persons  
4 0 More than 25 persons GA95042

43. At the time the unwanted, uninvited sexual attention occurred or began, did you have your own private work space? (If you were on TDY, answer for your temporary situation at that location.) GA95043

4 0 Yes, a private office with a door that could be closed  
3 0 Yes, a semiprivate office with a door that could be closed  
2 0 Yes, but I could be seen from one to three sides (include cubicles)  
1 0 Yes, but I could be seen from four sides  
0 0 No, I just worked in a common working area

44. At the time the unwanted, uninvited sexual attention occurred or began, what was your marital status? GA95044

1 0 Married for the first time  
2 0 Remarried  
3 0 Legally separated  
4 0 Informally separated  
5 0 Widowed  
6 0 Divorced  
7 0 Single, never married

45. Did the unwanted, uninvited sexual attention occur in CONUS (Continental United States), overseas or at sea? GA95045

1 0 CONUS (Continental United States)  
(GO TO QUESTION 47 ON THIS PAGE)  
2 0 Overseas  
(GO TO QUESTION 46 ON THIS PAGE)  
3 0 At sea  
(GO TO SECTION 3 ON PAGE 14)

Note 38

46. If the unwanted, uninvited sexual attention occurred overseas, please indicate the specific location below. Mark one. GA95046

1 0 Alaska and Hawaii  
2 0 Pacific Trust Territories  
3 0 Other Pacific  
4 0 The Mediterranean  
5 0 Other Europe  
6 0 Atlantic Islands  
7 0 Other Latin America

Note 39

47. If you were in CONUS, what was the general location where the uninvited, unwanted sexual attention occurred? GA95047

1 0 WEST COAST (California, Oregon, Washington)  
2 0 ROCKY MOUNTAIN STATES (Arizona, Nevada, Utah, Idaho, Wyoming, Colorado, Montana, New Mexico)  
3 0 SOUTHWEST (Texas, Oklahoma, Arkansas, Louisiana)  
4 0 MIDWEST (N. Dakota, S. Dakota, Nebraska, Kansas, Minnesota, Wisconsin, Illinois, Indiana, Ohio, Missouri, Iowa, Michigan)  
5 0 SOUTHEAST (Kentucky, Tennessee, Mississippi, Alabama, Georgia, Florida, North Carolina, South Carolina)  
6 0 MID-ATLANTIC (West Virginia, Virginia, Pennsylvania, Maryland, Delaware, New Jersey, District of Columbia)  
7 0 NEW ENGLAND (New York, Connecticut, Massachusetts, New Hampshire, Vermont, Rhode Island, Maine)

### SECTION 3

This section of the survey asks for information we need to help us with the statistical analyses of the survey.

48. Are you: **SRSEX**

- 1 ☐ Male  
2 ☐ Female

49. How old were you on your last birthday?

YEARS	
1	0
2	1
3	2
4	3
5	4
6	5
	6
	7
	8
	9

**SRAGE**

Note 1

50. How much education have you completed?

Mark the ONE answer that describes the HIGHEST grade or academic degree that you have COMPLETED.

- 1 ☐ Less than 12 years of school (no diploma)  
2 ☐ GED or other high school equivalency certificate  
3 ☐ High school diploma  
4 ☐ Less than 2 years of college credits, but no college degree  
5 ☐ 2-year college degree (AA/AS)  
6 ☐ More than 2 years of college credits, but no 4-year college degree  
7 ☐ 4-year college degree (BA/BS)  
8 ☐ Some graduate school, but no graduate degree  
9 ☐ Master's, doctoral, or professional school degree (MA/MS/PhD/MD/JD/DVM)

**SRED**

51. Are you of Spanish/Hispanic origin or descent?

Mark one.

- 0 ☐ No (not Spanish/Hispanic)  
1 ☐ Yes, Mexican, Mexican-Amer., Chicano  
2 ☐ Yes, Puerto Rican  
3 ☐ Yes, Cuban  
4 ☐ Yes, other Spanish/Hispanic

**SRHISPAN**

52. What race do you consider yourself to be?

Mark one.

**SRRACE**

- 1 ☐ White  
2 ☐ Black or African-Amer.  
3 ☐ Indian (Amer.), Eskimo, or Aleut  
4 ☐ Asian or Pacific islander  
5 ☐ Other Race (Please specify below)

Note 2

**SRRACESP**

53. What is your current marital status?

- 1 ☐ Never married  
2 ☐ Married  
3 ☐ Separated  
4 ☐ Divorced  
5 ☐ Widowed

**SRMARST**

54. In what Service are you?

- 1 ☐ Army  
2 ☐ Navy  
3 ☐ Marine Corps  
4 ☐ Air Force  
5 ☐ Coast Guard

**SRSVC**

55. What is your current paygrade?

- 01 ☐ E-1 11 ☐ W-1 21 ☐ O-1  
02 ☐ E-2 12 ☐ W-2 22 ☐ O-2  
03 ☐ E-3 13 ☐ W-3 23 ☐ O-3  
04 ☐ E-4 14 ☐ W-4 24 ☐ O-4  
05 ☐ E-5 15 ☐ W-5 25 ☐ O-5  
06 ☐ E-6 26 ☐ O-6 or above  
07 ☐ E-7  
08 ☐ E-8  
09 ☐ E-9

**SRGRADE**

56. On what date did you complete this questionnaire?

DATE	
MONTH	DAY
<input type="radio"/> JAN	
<input type="radio"/> FEB	
<input type="radio"/> MAR	0 0
<input type="radio"/> APR	1 1
<input type="radio"/> MAY	2 2
<input type="radio"/> JUNE	3 3
<input type="radio"/> JULY	4 4
<input type="radio"/> AUG	5 5
<input type="radio"/> SEPT	6 6
<input type="radio"/> OCT	7 7
<input type="radio"/> NOV	8 8
<input type="radio"/> DEC	9 9

**SRDATE**

Note 18

PLEASE DO NOT WRITE IN THIS AREA



72382

## SECTION 4

Thank you very much for your cooperation in this survey. If you have comments or concerns that you were not able to express in answering this survey, please write them in the space provided.

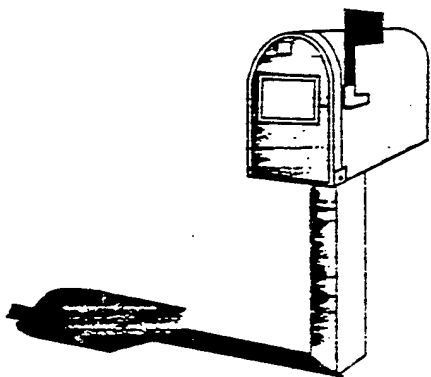
COMMENT

NOTE 19

Any comments you make on this questionnaire will be kept confidential, and no follow-up action will be taken in response to any specifics reported. If you want to report a harassment problem, information about how to do so is available through your command Equal Opportunity, Social Action, or Civil Rights Office.



THANK YOU FOR COMPLETING THIS SURVEY!



PLEASE RETURN YOUR COMPLETED SURVEY IN THE  
BUSINESS REPLY ENVELOPE.

IF YOU ARE RETURNING THE SURVEY FROM ANOTHER  
COUNTRY, BE SURE TO RETURN THE BUSINESS REPLY  
ENVELOPE ONLY THROUGH A U.S. GOVERNMENT  
MAIL ROOM OR POST OFFICE.

FOREIGN POSTAL SYSTEMS WILL NOT DELIVER  
BUSINESS REPLY MAIL.

PLEASE DO NOT WRITE IN THIS AREA



72382

## **Appendix B**

### ***Status of the Armed Forces Surveys: 1995 Form B—Gender Issues***

FINAL CODING FORM

RCS: DD-P&R(BI)1947

Exp. 6/27/97

IRCN 0423 DoD BI

Exp. 8/31/98

# STATUS OF THE ARMED FORCES SURVEYS

1995 Form B — Gender Issues



DMDC Survey No. 95-001b

DEFENSE MANPOWER DATA CENTER  
ATTN: SURVEY PROCESSING ACTIVITY  
DATA RECOGNITION CORPORATION  
5900 BAKER ROAD  
MINNETONKA, MN 55345-5967

PLEASE DO NOT WRITE IN THIS AREA



215320

## PRIVACY NOTICE

In accordance with the Privacy Act of 1974 (Public Law 93-579), this notice informs you of the purpose of the survey and how the findings will be used. Please read it carefully.

**AUTHORITY:** 10 United States Code, Section 136 and 2358.

**PRINCIPAL PURPOSE:** Information collected in this survey will be used to sample attitudes and perceptions of military members about personnel relationships, programs, and policies. This information will assist in the formulation of policies which may be needed to improve the military working environment and relevant personnel policies. Reports will be provided to the Secretaries of Defense and Transportation, each Military Service, and the Joint Chiefs of Staff. Findings will be used in reports and testimony provided to Congress. Some findings may be published by the Defense Manpower Data Center (DMDC) or professional journals, or reported in manuscripts presented at conferences, symposia, and scientific meetings. In no case will the data be reported or used for identifiable individual(s).

**ROUTINE USES:** None.

**DISCLOSURE:** Providing information on this survey is voluntary. There is no penalty if you choose not to respond. However, maximum participation is encouraged so that the data will be complete and representative. Your survey instrument will be treated as confidential. Identifying information will be used only by persons engaged in, and for the purposes of, the survey. Only group statistics will be reported.



THIS IS NOT A TEST, SO TAKE YOUR TIME.

SELECT ANSWERS THAT BEST FIT YOU.

MARK ONLY ONE ANSWER FOR EACH QUESTION  
UNLESS THE QUESTION SAYS TO MARK ALL THAT APPLY.

- MAKE HEAVY BLACK MARKS THAT FILL THE RESPONSE CIRCLES.
- DO NOT MAKE ANY MARKS OUTSIDE OF THE RESPONSE CIRCLES OR WRITE-IN BOXES.
- IF YOU CHANGE YOUR MIND, ERASE OLD MARKS COMPLETELY.
- DO NOT USE INK, BALLPOINT, OR FELT TIP PENS.

RIGHT MARK

WRONG MARKS

## ABOUT THIS QUESTIONNAIRE

This survey is one of several surveys DoD and the Coast Guard are administering to assess personnel issues and the state of the Armed Forces. These surveys ask questions about job demands, job stress, job satisfaction, physical and personal well-being, and current personnel issues such as relations between men and women in the Armed Services. You will also be asked your feelings about the effectiveness of certain military policies intended to ensure fair treatment and equal opportunity for all military members.

### WHY ME?

You have been selected at random to be part of a sample of people who represent members of the Armed Services. The only information used to sample individuals for this survey was to group them by Service, rank, gender, military occupation, race/ethnic group, and location (CONUS, OCONUS). Enough people were scientifically sampled for this survey so that valid conclusions can be made about the views and experiences of Service members overall and by demographic subgroups. The survey results will not be valid if you allow or ask someone else to fill it out for you.

### WHY SHOULD I BOTHER? DO SURVEYS CHANGE ANYTHING?

Statistics from surveys provide valuable information to policy makers and planners. While no decisions about you alone will be made based on this survey, survey results will influence policy discussions and may result in changes that affect you and other Service members like you. You may not see the changes directly since policy statements do not list sources of information considered in adoption. And, policy changes often impact the future with the affected personnel unaware of a survey completed a few months or even years earlier. Your response counts. If you don't respond, your views and the views of other members like you will not be considered in personnel policy reviews and changes.

### WILL MY SURVEY RESPONSES BE KEPT PRIVATE?

Yes. Under no circumstances will any information about identifiable individuals be released. Identifiable information is only being used by persons engaged in conducting the survey and building the survey databases to represent the Armed Forces. Your responses will be combined with information from many other members to report the views and experiences of groups of members. Comments may be reported word for word but never with identifiable information. Do not use any personal, unit, or place names anywhere on this survey.

### AREN'T SOME OF THE QUESTIONS VERY PERSONAL?

Yes. Although people will have different views on what is or is not personal, most people will consider some of the questions in this survey to be very personal. We are asking these questions to evaluate the success of current personnel policies of the Armed Services. Good estimates can be made only if most people answer all the questions on the survey that apply to them. However, you can choose not to answer particular items. Please do not discard the entire survey because there are some particular items that you want to skip.

PLEASE DO NOT WRITE IN THIS AREA



215320

# I. BACKGROUND, CAREER, AND READINESS INFORMATION

1. Are you: **SRSEX**

- 1 ☐ Male  
2 ☐ Female

2. How old were you on your last birthday?

1	0
2	1
3	2
4	3
5	4
6	5
7	6
8	7
9	8

YEARS **SRAGE**

Note 1

3. How much education have you completed? Mark the ONE answer that describes the HIGHEST grade or academic degree that you have COMPLETED. **SRED**

- 1 Less than 12 years of school (no diploma)  
2 GED or other high school equivalency certificate  
3 High school diploma  
4 Less than 2 years of college credits, but no college degree  
5 2-year college degree (AA/AS)  
6 More than 2 years of college credits, but no 4-year college degree  
7 4-year college degree (BA/BS)  
8 Some graduate school, but no graduate degree  
9 Master's, doctoral, or professional school degree (MA/MS/PhD/MD/JD/DVM)

4. Are you of Spanish/Hispanic origin or descent? Mark one. **SRHISPAN**

- 0 ☐ No (not Spanish/Hispanic)  
1 ☐ Yes, Mexican, Mexican-Amer., Chicano  
2 ☐ Yes, Puerto Rican  
3 ☐ Yes, Cuban  
4 ☐ Yes, other Spanish/Hispanic

5. What race do you consider yourself to be? Mark one. **SRRACE**

- 1 ☐ White  
2 ☐ Black or African-Amer.  
3 ☐ Indian (Amer.), Eskimo, or Aleut  
4 ☐ Asian or Pacific Islander  
5 ☐ Other race (Please specify below)

**SRRACESP**

Note 2

6. What is your current marital status? **SRMARST**

- 1 ☐ Never married  
2 ☐ Married  
3 ☐ Separated  
4 ☐ Divorced  
5 ☐ Widowed

7. In what Service are you? **SR SVC**

- 1 ☐ Army  
2 ☐ Navy  
3 ☐ Marine Corps  
4 ☐ Air Force  
5 ☐ Coast Guard

8. What is your current paygrade? **SRGRADE**

- 01 ☐ E-1 11 ☐ W-1 21 ☐ O-1  
02 ☐ E-2 12 ☐ W-2 22 ☐ O-2  
03 ☐ E-3 13 ☐ W-3 23 ☐ O-3  
04 ☐ E-4 14 ☐ W-4 24 ☐ O-4  
05 ☐ E-5 15 ☐ W-5 25 ☐ O-5  
06 ☐ E-6 26 ☐ O-6 or above  
07 ☐ E-7  
08 ☐ E-8  
09 ☐ E-9

9. How many years of active duty service have you COMPLETED (including enlisted, warrant officer, and commissioned officer time)?

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

YEARS

**GB95009**

To indicate less than one year, enter "00."

To indicate forty-nine or more years, enter "49."

Note 3

10. Suppose that six months from now you will be faced with the decision about whether to remain in military service. Assuming that you could remain, how likely is it that you would choose to remain in the military?

- 1 ☐ Very unlikely  
2 ☐ Unlikely  
3 ☐ Undecided  
4 ☐ Likely  
5 ☐ Very likely

**GB95010**

11. If you had a friend considering active duty military service, would you recommend that he/she join? Answer both.

a. A male friend?

- 1 ☐ Yes 0 ☐ No

**GB95011A**

b. A female friend?

- 1 ☐ Yes 0 ☐ No

**GB95011B**

Strongly disagree  
Disagree  
Neither agree nor disagree  
Agree  
Strongly agree

12. I have been taught valuable skills in the Service that I can use later in civilian jobs..... 5 4 3 2 1  
00000

13. I will get the assignments I need to be competitive for promotions ..... ○○○○○

14. If I stay in the Service, I will be promoted as high as my ability and effort warrant .....

15. My Service's current evaluation/  
selection system is effective in  
promoting the best members ..... ☐ ☐ ☐ ☐ ☐

16. I am proud to tell others that I am a member of my Service ..... 00000

17. Being a member of my Service  
inspires me to do the best job I can .. ○○○○○

18. My Service treats its personnel fairly ○○○○○○

19. I find it difficult to agree with the personnel policies of my Service..... ○○ ○○○

20. I would accept almost any job assignment in order to stay in my Service..... ☐ ☐ ☒ ☐ ☐

21. I am willing to make sacrifices to help my Service ..... 000 30

GB95022

22. Taking into account your training and experience, how prepared are you to perform your wartime job?

5 ☐ Very well prepared      2 ☐ Poorly prepared  
4 ☐ Well prepared      1 ☐ Very poorly prepared  
3 ☐ Neither well nor poorly prepared

23. How prepared are you physically to perform your wartime job?

5 ☒ Very well prepared      2 ☐ Poorly prepared  
4 ☐ Well prepared      1 ☐ Very poorly prepared  
3 ☐ Neither well nor poorly prepared

Definitely false  
Mostly false  
Don't know  
Mostly true  
Definitely true

GB95024  
GB95025  
GB95026  
GB95027

24. I seem to get sick a little easier than other people..... 5 4 3 2 1

25. I am as healthy as anybody I know....

26. I expect my health to get worse ..... ☐ ☐ ☐ ☐

27. My health is excellent ..... ☐ ☐ ☐

How much of the time DURING THE PAST 4 WEEKS . . .

None of the time  
A little of the time  
Some of the time  
A good bit of the time  
Most of the time  
All of the time

5 4 3 2 1 0  
(28. Have you felt calm and peaceful?..

29. Have you been a very nervous person?.....

30. Have you felt so down in the dumps that nothing could cheer

31. Have you felt down-hearted and

32. Have you been a happy person?....

33. DURING THE PAST 4 WEEKS, have you had any of the following problems with your work or other regular daily activities as a result of . . .

a. your *physical* health?

	YES	NO
a1. Cut down on the amount of time you spent on work or other activities.....	1	0
a2. Accomplished less than you would like.....	0	0
a3. Didn't do work or other activities as carefully as usual .....	0	0

b. any *emotional* problems (such as feeling depressed or anxious)?

	YES	NO
b1. Cut down on the amount of time you spent on work or other activities.....	1	0
b2. Accomplished less than you would like.....	0	0
b3. Didn't do work or other activities as carefully as usual.....	0	0

PLEASE DO NOT WRITE IN THIS AREA

1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32

215320

## II. YOUR WORKPLACE

- If you have been at your current duty location for one month or more, answer the questions in this section (YOUR WORKPLACE) for your current duty location, even if you are not permanently stationed at that location.

- Otherwise, answer these questions for the last duty location where you were located at least a month.

34. How many months have you COMPLETED at your duty location/area?

GB95034

MONTHS	
0	9
1	10
2	11
3	12
4	13
5	14
6	15
7	16
8	17
9	18

MONTHS

To indicate less than one month, enter "00."

To indicate more than ninety-nine months, enter "99."

Note 4

GB95035

35. Where is your current duty location?

- Inside the continental United States (CONUS)
- Alaska or Hawaii
- Another location outside continental United States (OCONUS)

GB95036

36. Is this location your permanent duty location?

- Yes
- No, I am TDY/TAD attending training
- No, I am TDY/TAD for reasons other than training

37. Are you currently ...

GB95037A

- a. In an assignment related to training (for example, as an instructor, student, or training support person)?

YES NO

GB95037B

- b. Serving aboard ship?

GB95037C

- c. In a military occupational specialty (MOS/AFSC/rating) not usually held by personnel of your gender?

GB95037D

- d. In a work environment where personnel of your gender are uncommon?

GB95037E

- e. A supervisor?

GB95038

38. What is the gender of your immediate supervisor?

- 1 Male 2 Female

39. Which statement best describes the gender mix of your current work group (that is, all persons who report to the same immediate supervisor that you do)?

GB95039

- All men
- Almost entirely men
- More men than women
- Equal numbers of men and women
- More women than men
- Almost entirely women
- All women

40. Are you of the same racial/ethnic background as the rest of your current work group?

GB95040

- Everyone is of my background
- Almost everyone is of my background
- More personnel are of my background than other backgrounds
- About equal numbers of personnel are of my background and other backgrounds
- More personnel are of other backgrounds than my background
- Almost everyone is of other backgrounds than my background
- I am the only person of my background

Do you agree or disagree with the following statements about the MILITARY ORGANIZATION (YOUR CHAIN OF COMMAND) WHERE YOU CURRENTLY PERFORM YOUR MILITARY DUTIES?

Strongly disagree

Disagree

Neither agree nor disagree

Agree

Strongly agree

GB95041

41. Being a member of this organization inspires me to do the best job I can ..

GB95042

42. I am willing to make sacrifices to help this organization ..

GB95043

43. I am glad that I was assigned to this organization ..

GB95044

44. I feel myself to be a part of this organization ..

GB95045

45. I'm not willing to put myself out to help this organization ..



Strongly disagree  
Disagree  
Neither agree nor disagree  
Agree  
Strongly agree

- To what extent . . .**

Not at all  
Small extent  
Moderate extent  
Large extent  
Very large extent

- To what extent . . .**

Not at all  
Small extent  
Moderate extent  
Large extent  
Very large extent

- How satisfied are you with . . .**

Very dissatisfied  
Dissatisfied  
Neither satisfied nor dissatisfied  
Satisfied  
Very satisfied

- PLEASE DO NOT WRITE IN THIS AREA

[illegible]

215320

### III. GENDER-RELATED EXPERIENCES

In this section you will be asked about experiences you have had in the past 12 months that were related to your gender, including unwanted sex-related attention.

71. Unwanted sex-related attention is sex/gender-related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly.

How often during the past 12 months have you been in situations involving ...

- military personnel
- on or off duty
- on or off base/post

and/or

- civilian employees and contractors employed in your workplace

where one or more of these individuals (of either gender) ...

Very often  
Often  
Sometimes  
Once or twice  
Never

GB95071A

- a. Repeatedly told sexual stories or jokes that were offensive to you? ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

GB95071B

- b. Whistled, called, or hooted at you in a sexual way? ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

GB95071C

- c. Made unwelcome attempts to draw you into a discussion of sexual matters (for example, attempted to discuss or comment on your sex life)? ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

GB95071D

- d. Made crude and offensive sexual remarks; either publicly (for example, in your workplace) or to you privately? ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

GB95071E

- e. Treated you "differently" because of your sex (for example, mistreated, slighted, or ignored you)? ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

GB95071F

- f. Made offensive remarks about your appearance, body, or sexual activities? ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

*Note to also applies here*

Very often  
Often  
Sometimes  
Once or twice  
Never

GB95071G

- g. Made gestures or used body language of a sexual nature which embarrassed or offended you? ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

GB95071H

- h. Displayed, used, or distributed sexist or suggestive materials (for example, pictures, stories, or pornography which you found offensive)? ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

GB95071I

- i. Made offensive sexist remarks (for example, suggesting that people of your sex are not suited for the kind of work you do)? ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

GB95071J

- j. Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it? ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

GB95071K

- k. Put you down or was condescending to you because of your sex? ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

GB95071L

- l. Stared, leered, or ogled you in a way that made you feel uncomfortable? ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

GB95071M

- m. Exposed themselves physically (for example, "moonied" you) in a way that embarrassed you or made you feel uncomfortable? ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

GB95071N

- n. Continued to ask you for dates, drinks, dinner, etc., even though you said "No"? ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

GB95071O

- o. Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behavior? ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

GB95071P

- p. Made you feel threatened with some sort of retaliation for not being sexually cooperative (for example, by mentioning an upcoming review)? ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

GB95071Q

- q. Touched you in a way that made you feel uncomfortable? ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

B-9

Questions 77 through 80 ask about the PERSON OR PERSONS from whom you experienced unwanted sex/gender-related attention in this situation that had the greatest effect.

GB95077

77. How many people were responsible for the unwanted behavior(s) in this situation that had the greatest effect on you?

- 1 ☐ One person  
2 ☐ A group (more than one person)

GB95078A - GB95078N

78. Was the person(s) ... Mark all that apply.

- A ☐ Your immediate military supervisor  
B ☐ Your immediate civilian supervisor  
C ☐ Your unit commander  
D ☐ Other military personnel of higher rank/grade than you  
E ☐ Other civilian employee of higher rank/grade than you  
F ☐ Your military co-worker(s)  
G ☐ Your civilian co-worker(s)  
H ☐ Your military subordinate(s)  
I ☐ Your civilian subordinate(s)  
J ☐ Your military training instructor  
K ☐ Your civilian training instructor  
L ☐ Other military person(s)  
M ☐ Other civilian person(s)  
N ☐ Other or unknown person(s)

GB95079

79. Was the racial/ethnic background of the person(s) ...

- 1 ☐ The same as your own  
2 ☐ Different from your own  
3 ☐ Some were the same, and some were different  
99 ☐ Don't know

GB95080

80. Was the gender of the person(s) ...

- 1 ☐ The same as your own  
2 ☐ Different from your own  
3 ☐ Some were the same, and some were different  
99 ☐ Don't know

GB95081

81. During the course of the situation you have in mind, how often did you experience unwelcome sex/gender-related attention from the person(s)?

- 1 ☐ Once  
2 ☐ Once a month or less  
3 ☐ 2-4 times a month  
4 ☐ Every few days  
5 ☐ Every day

GB95082

82. How long did this situation last (or, if continuing, how long has it been going on)?

- 1 ☐ Less than one week  
2 ☐ One week to less than one month  
3 ☐ One to six months  
4 ☐ More than six months

GB95083

83. Is this situation still going on?

- 1 ☐ Yes ☐ No

84. Using the following scale, indicate the degree to which you found this situation to be ...

Extremely  
Very  
Moderately  
Slightly  
Not at all

- a. Annoying... GB95084A ☐ 1 ☐ 2 ☐ 3 ☐ 4  
b. Offensive... GB95084B ☐ 1 ☐ 2 ☐ 3 ☐ 4  
c. Disturbing... GB95084C ☐ 1 ☐ 2 ☐ 3 ☐ 4  
d. Threatening... GB95084D ☐ 1 ☐ 2 ☐ 3 ☐ 4

85. When this situation occurred, were you ...

GB95085A

- a. In an assignment related to training (for example, as an instructor, student, or training support person)? ☐ YES ☐ NO

GB95085B

- b. Serving aboard ship? ☐ YES ☐ NO

GB95085C

- c. In a military occupational specialty (MOS/AFSC/rating) not usually held by personnel of your gender?... ☐ YES ☐ NO

GB95085D

- d. In work environment where personnel of your gender are uncommon? ☐ YES ☐ NO

GB95086

86. When this situation occurred, was your supervisor ...

- 1 ☐ Male 2 ☐ Female

GB95087

87. Were you TDY/TAD when this situation occurred?

- 1 ☐ Yes, in a training situation  
2 ☐ Yes, in other than a training situation  
3 ☐ No

GB95088

88. Did this situation occur at your current duty location?

- 1 ☐ Yes ☐ No

PLEASE DO NOT WRITE IN THIS AREA

1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 85 86 87 88 89 90 91 92 93 94 95 96 97 98 99 100

215320

To what extent did you experience the following effects AS A RESULT OF THIS SITUATION?

Not at all  
Small extent  
Moderate extent  
Large extent  
Very large extent

- GB95089  
89. It hurt my productivity/job performance ..... 4 3 2 1 0  
GB95090  
90. I was embarrassed ..... 0 0 0 0 0  
GB95091  
91. I became upset ..... 0 0 0 0 0  
GB95092  
92. I became ill/suffered physical problems ..... 0 0 0 0 0  
GB95093  
93. Working became unpleasant/hostile for me ..... 0 0 0 0 0  
GB95094  
94. My feelings about being in military service were negatively affected ..... 0 0 0 0 0  
GB95095  
95. My feelings about my unit were negatively affected ..... 0 0 0 0 0  
GB95096  
96. My performance rating was unfairly lowered ..... 0 0 0 0 0

97. As a result of this situation, did you ...

- |   |     |    |
|---|-----|----|
|   | I   | 0  |
|   | YES | NO |
| GB95097A  |     |    |
| a. Seek medical attention? .....                                      | 0   | 0  |
| GB95097B  |     |    |
| b. Seek counseling from the chaplain or other religious source? ..... | 0   | 0  |
| GB95097C  |     |    |
| c. Seek psychological counseling? .....                               | 0   | 0  |
| GB95097D  |     |    |
| d. File a formal complaint? .....                                     | 0   | 0  |
| GB95097E  |     |    |
| e. Think about leaving military service? .....                        | 0   | 0  |

GB95098  
98. Do you consider this situation to have been sexual harassment?

- 0 0 Definitely was not sexual harassment  
1 0 Probably was not sexual harassment  
2 0 Uncertain  
3 0 Probably was sexual harassment  
4 0 Definitely was sexual harassment

99. Which, if any, of the following actions did you take to stop this unwelcome sex/gender-related attention; and if you took that action, did it make things better or worse for you?

No, I did not do this.  
Yes, and it made things worse.  
Yes, but it made no difference.  
Yes, and it made things better.

- GB95099A 3 2 1 0  
a. I ignored the behavior .....  
GB95099B  
b. I avoided the person(s) .....  
GB95099C  
c. I asked or told the person(s) to stop (either orally or in writing) .....  
GB95099D  
d. I asked someone else to speak to the person for me .....  
GB95099E  
e. I threatened to tell or told a coworker(s) .....  
GB95099F  
f. I acted as though it didn't bother me .....  
GB95099G  
g. I called a hotline for advice/information (not to file a complaint) .....  
GB95099H  
h. I requested additional training for the person(s) work center/unit .....  
GB95099I  
i. I requested a transfer or temporary assignment elsewhere .....  
GB95099J  
j. I discussed it with or got advice from someone unofficially .....  
GB95099K  
k. I informally requested advice/assistance from other base/post sources, such as the chaplain or counselors .....  
GB95099L  
l. Other. If you answer "yes," please specify below .....

GB9599SP

Note 9



Not applicable  
Very dissatisfied  
Dissatisfied  
Neither satisfied nor dissatisfied  
Satisfied  
Very satisfied

GB95103E

- e. How well the outcome of the investigation was explained to you..... 5 4 3 2 1 -6  
○○○○○

GB95103F

- f. The complaint process, overall..... ○○○○○

GB95104A - ~~GB95104H~~ GB95104H  
104. What was the outcome of your complaint?

Mark all that apply.

- A○ The action is still being processed → Go to  
Question 106  
B○ They found my complaint to be substantiated  
C○ They found my complaint to be unsubstantiated  
D○ They corrected the situation  
E○ They took action against the person(s) who bothered me  
F○ They took action against me  
G○ They did nothing  
H○ I don't know whether they did anything

GB95105

105. How satisfied are you with the outcome of your complaint?

- 5 ○ Very satisfied  
4 ○ Satisfied  
3 ○ Neither satisfied nor dissatisfied  
2 ○ Dissatisfied  
1 ○ Very dissatisfied

GB95106

106. Do you feel that your chances of having a successful military career will be affected by your making this report?

- 3 ○ Yes, my chances are improved  
1 ○ Yes, my chances are worse  
2 ○ No, my career will not be affected

GB95107A - GB95107T

107. If you DID NOT report the behavior to someone in Question 100, what were your reasons for not reporting? Mark all that apply.

- A○ Does not apply—I DID report the behavior to someone specified in Question 100  
B○ I did not think it was that important  
C○ I did not know what to do  
D○ I took care of the problem myself  
E○ I did not think anything would be done  
F○ I was too afraid  
G○ I was too embarrassed  
H○ I thought I would not be believed  
I○ I thought it would make my work situation unpleasant  
J○ I thought it would take too much time and effort  
K○ The person(s) was (were) not assigned to my duty station  
L○ I thought I would be labeled a troublemaker  
M○ I was talked out of making a formal report by a PEER  
N○ I was talked out of making a formal report by a SUPERVISOR  
O○ I did not want to hurt the person who bothered me  
P○ I wanted to fit in with my work group  
Q○ I didn't know the person(s) who did it  
R○ I thought my performance evaluation or chances for promotion would suffer  
S○ The person who bothered me was my supervisor  
T○ Some other reason (Specify in the box below)

GB95075P

Note 16

GB95108

108. How satisfied are you with the way YOU handled this situation involving unwelcome sex/gender-related attention?

- 5 ○ Very satisfied  
4 ○ Satisfied  
3 ○ Neither satisfied nor dissatisfied  
2 ○ Dissatisfied  
1 ○ Very dissatisfied

Space is provided on page 16 for additional concerns or comments you may have about your experience with unwanted sex/gender-related attention or the complaint process.





Do you agree or disagree with the following statements?

Strongly disagree  
Disagree  
Neither agree nor disagree  
Agree  
Strongly agree

- GB95120
120. Women should not be restricted from any specialties for which they can qualify ..... 5 4 3 2 1 ○ ○ ○ ○ ○
- GB95121
121. Men have an unfair advantage over women when it comes to having a successful military career..... ○ ○ ○ ○ ○
- GB95122
122. Women have an unfair advantage over men when it comes to having a successful military career..... ○ ○ ○ ○ ○
- GB95123
123. Much of what women call sexual harassment is actually a misunderstanding..... ○ ○ ○ ○ ○
- GB95124
124. Men and women have equal opportunities for promotion in my Service ..... ○ ○ ○ ○ ○
- GB95125
125. People at my current duty station who sexually harass others usually get away with it ..... ○ ○ ○ ○ ○
- GB95126
126. Too much attention has been paid to sexual harassment in the past several years ..... ○ ○ ○ ○ ○
- GB95127
127. Sexual harassment is not tolerated at my current duty station ..... ○ ○ ○ ○ ○
- GB95128
128. Work groups whose members are all the same gender generally work together more effectively..... ○ ○ ○ ○ ○
129. During the last 12 months, have you had any training on the following topics?
- GB95129A
- a. Your Service's policies on sexual harassment..... YES NO ○ ○
- GB95129B
- b. Procedures for reporting sexual harassment..... ○ ○
- GB95129C
- c. Identifying, avoiding, and/or dealing with sexual harassment..... ○ ○
- GB95129D
- d. Legal and career consequences for those who do not comply with sexual harassment policies..... ○ ○

130. In total, about how much training have you had during the past 12 months on topics related to sexual harassment? GB95130

- 66 ○ I haven't received any training → Go to Question 132
- 1 ○ Less than 1 hour
- 2 ○ 1 hour-4 hours
- 3 ○ More than 4 hours but less than 8 hours
- 4 ○ 1-2 days
- 5 ○ More than 2 days but less than 5 days
- 6 ○ 5 days or more

Note 17

131. In your opinion, how effective was the training you received in ...

GB95131A

a. making personnel aware of behaviors which might be seen as sexual harassment?

- 1 ○ Not at all effective
- 2 ○ Slightly effective
- 3 ○ Moderately effective
- 4 ○ Very effective

GB95131B

b. actually reducing/preventing sexual harassment?

- 1 ○ Not at all effective
- 2 ○ Slightly effective
- 3 ○ Moderately effective
- 4 ○ Very effective

GB95132

132. In your opinion, how often does sexual harassment occur in the military now, as compared with a few years ago?

- 99 ○ Don't know—I have been in Service less than 2 years
- 1 ○ Much less often
- 2 ○ Less often
- 3 ○ About the same
- 4 ○ More often
- 5 ○ Much more often

SRDATE

133. On what date did you complete this questionnaire?

DATE	
MONTH	DAY
○ JAN	
○ FEB	
○ MAR	○ 0
○ APR	○ 1
○ MAY	○ 2
○ JUNE	○ 3
○ JULY	○ 4
○ AUG	○ 5
○ SEPT	○ 6
○ OCT	○ 7
○ NOV	○ 8
○ DEC	○ 9

Note 18

COMMENT Note 19 COMMENTS

Thank you very much for your cooperation in this survey. If you have comments or concerns that you were not able to express in answering this survey, please write them in the space provided.

This image shows a single sheet of white paper with horizontal blue or grey ruling lines. The lines are evenly spaced and run across the width of the page. There are approximately 20 lines visible. The paper has a slightly textured appearance and some minor discoloration or shadows, suggesting it's a scan of a physical document. There is no handwriting or other markings on the page.

Any comments you make on this questionnaire will be kept confidential, and no follow-up action will be taken in response to any specifics reported. If you want to report a harassment problem, information about how to do so is available through your command Equal Opportunity, Social Action, or Civil Rights Office.

PLEASE DO NOT WRITE IN THIS AREA

215320

215320

- 16 -

## **Appendix C**

### ***Status of the Armed Forces Surveys: 1995 Form C—Gender Issues***

FINAL CODING FORM

RCS: DD-P&R(BI)1947  
Exp. 6/27/97  
ICN 0423 DoD BI  
Exp. 8/31/98

# STATUS OF THE ARMED FORCES SURVEYS

## 1995 Form C — Gender Issues



DMDC Survey No. 95-001c

DEFENSE MANPOWER DATA CENTER  
ATTN: SURVEY PROCESSING ACTIVITY  
DATA RECOGNITION CORPORATION  
5900 BAKER ROAD  
MINNETONKA, MN 55345-5967

PLEASE DO NOT WRITE IN THIS AREA



300003

- THIS IS NOT A TEST, SO TAKE YOUR TIME.
- SELECT ANSWERS THAT BEST FIT YOU.
- MARK ONLY ONE ANSWER FOR EACH QUESTION UNLESS THE QUESTION SAYS TO MARK ALL THAT APPLY.



- MAKE HEAVY BLACK MARKS THAT FILL THE RESPONSE CIRCLES.
- DO NOT MAKE ANY MARKS OUTSIDE OF THE RESPONSE CIRCLES OR WRITE-IN BOXES.
- IF YOU CHANGE YOUR MIND, ERASE OLD MARKS COMPLETELY.
- DO NOT USE INK, BALLPOINT, OR FELT TIP PENS.

RIGHT MARK ● WRONG MARKS ○ ⊗ ⊙ ⊖

## ABOUT THIS QUESTIONNAIRE

This survey is one of several surveys DoD and the Coast Guard are administering to assess personnel issues and the state of the Armed Forces. These surveys ask questions about job demands, job stress, job satisfaction, physical and personal well-being, and current personnel issues such as relations between men and women in the Armed Services. They also ask about certain military policies intended to ensure fair treatment and equal opportunity for all military members.

### WHY ME?

You have been selected at random to be part of a sample of people who represent members of the Armed Services. Based on your responses and the responses of others who receive the same questionnaire, conclusions may be drawn about the views and experiences of Service members overall, and of demographic subgroups. The validity of our conclusions depends, in part, on our receiving enough completed surveys from individuals like yourself. **The survey results will not be valid if you allow or ask someone else to fill it out for you.**

### WHY SHOULD I BOTHER? DO SURVEYS CHANGE ANYTHING?

Statistics from surveys provide valuable information to policy makers and planners. **While no decisions about you alone will be made based on this survey, survey results will influence policy discussions and may result in changes that affect you and other Service members.** If you don't respond, your views and the views of other members like you will not be considered in personnel policy reviews and changes.

### WILL MY SURVEY RESPONSES BE KEPT PRIVATE?

**Yes. Under no circumstances will any information about identifiable individuals be released.** Your responses will be combined with information from many other members to report the views and experiences of groups of members. Comments may be reported word for word but never with identifiable information. **Do not use any personal, unit, or place names anywhere on this survey.**

## PRIVACY NOTICE

In accordance with the Privacy Act of 1974 (Public Law 93-579), this notice informs you of the purpose of the survey and how the findings will be used. Please read it carefully.

**AUTHORITY:** 10 United States Code, Sections 136 and 2358.

**PRINCIPAL PURPOSE:** Information collected in this survey will be used to sample attitudes and perceptions of military members about personnel relationships, programs, and policies. This information will assist in the formulation of policies which may be needed to improve the military working environment and relevant personnel policies. Reports will be provided to the Secretaries of Defense and Transportation, each Military Service, and the Joint Chiefs of Staff. Findings will be used in reports and testimony provided to Congress. Some findings may be published by the Defense Manpower Data Center (DMDC) or professional journals, or reported in manuscripts presented at conferences, symposia, and scientific meetings. In no case will the data be reported or used for identifiable individual(s).

**ROUTINE USES:** None

**DISCLOSURE:** Providing information on this survey is voluntary. There is no penalty if you choose not to respond. However, maximum participation is encouraged so that the data will be complete and representative. Your survey instrument will be treated as confidential. Identifying information will be used only by persons engaged in, and for the purposes of, the survey. Only group statistics will be reported.

\*U.S. GOVERNMENT PRINTING OFFICE: 1994-386-734/00014

# I. BACKGROUND INFORMATION

1. Are you:

- 1 ☐ Male  
2 ☐ Female

SRSEX

2. How old were you on your last birthday?

1	0
2	1
3	2
4	3
5	4
6	5
	6
	7
	8
	9

YEARS

SRAGE

Note 1

3. How much education have you completed? Mark the ONE answer that describes the HIGHEST grade or academic degree that you have COMPLETED.

- 1 ☐ Less than 12 years of school (no diploma)  
2 ☐ GED or other high school equivalency certificate  
3 ☐ High school diploma  
4 ☐ Less than 2 years of college credits, but no college degree  
5 ☐ 2-year college degree (AA/AS)  
6 ☐ More than 2 years of college credits, but no 4-year college degree  
7 ☐ 4-year college degree (BA/BS)  
8 ☐ Some graduate school, but no graduate degree  
9 ☐ Master's, doctoral, or professional school degree (MA/MS/PhD/MD/JD/DVM)

SRED

4. Are you of Spanish/Hispanic origin or descent? Mark one.

- 0 ☐ No (not Spanish/Hispanic)  
1 ☐ Yes, Mexican, Mexican-Amer., Chicano  
2 ☐ Yes, Puerto Rican  
3 ☐ Yes, Cuban  
4 ☐ Yes, other Spanish/Hispanic

SRHISPAN

5. What race do you consider yourself to be? Mark one.

- 1 ☐ White  
2 ☐ Black or African-Amer.  
3 ☐ Indian (Amer.), Eskimo, or Aleut  
4 ☐ Asian or Pacific islander  
5 ☐ Other race (Please specify below)

SRRACE

SRRACE

6. What is your current marital status?

- 1 ☐ Never married  
2 ☐ Married  
3 ☐ Separated  
4 ☐ Divorced  
5 ☐ Widowed

SRMARST

7. In what Service are you?

- 1 ☐ Army  
2 ☐ Navy  
3 ☐ Marine Corps  
4 ☐ Air Force  
5 ☐ Coast Guard

SRSYC

8. What is your current paygrade?

- 01 ☐ E-1 11 ☐ W-1 21 ☐ O-1  
02 ☐ E-2 12 ☐ W-2 22 ☐ O-2  
03 ☐ E-3 13 ☐ W-3 23 ☐ O-3  
04 ☐ E-4 14 ☐ W-4 24 ☐ O-4  
05 ☐ E-5 15 ☐ W-5 25 ☐ O-5  
06 ☐ E-6 26 ☐ O-6 or above  
07 ☐ E-7  
08 ☐ E-8  
09 ☐ E-9

SRGRADE

9. What is the sex of your immediate supervisor?

- 1 ☐ Male  
2 ☐ Female

GB95038

10. How many months have you COMPLETED at your duty location/area?

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

MONTHS

GB95034

To indicate less than one month, enter "00."

To indicate more than ninety-nine months, enter "99."

Note 4

PLEASE DO NOT WRITE IN THIS AREA



300003

## II. GENDER-RELATED EXPERIENCES

In this section you will be asked about experiences you have had in the past 12 months that were related to your gender, including unwanted sex-related attention.

11. Unwanted sex-related attention is sex/gender-related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly.

How often during the past 12 months have you been in situations involving ...

- military personnel
- on or off duty
- on or off base/post

and/or

- civilian employees and contractors employed in your workplace

where one or more of these individuals (of either gender) ...

Very often  
Often  
Sometimes  
Once or twice  
Never

GB95071A

- a. Repeatedly told sexual stories or jokes that were offensive to you? ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

GB95071B

- b. Whistled, called, or hooted at you in a sexual way? ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

GB95071C

- c. Made unwelcome attempts to draw you into a discussion of sexual matters (for example, attempted to discuss or comment on your sex life)? ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

GB95071D

- d. Made crude and offensive sexual remarks, either publicly (for example, in your workplace) or to you privately? ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

GB95071E

- e. Treated you "differently" because of your sex (for example, mistreated, slighted, or ignored you)? ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

GB95071F

- f. Made offensive remarks about your appearance, body, or sexual activities? ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Very often  
Often  
Sometimes  
Once or twice  
Never

GB95071G

- g. Made gestures or used body language of a sexual nature which embarrassed or offended you? ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

GB95071H

- h. Displayed, used, or distributed sexist or suggestive materials (for example, pictures, stories, or pornography which you found offensive)? ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

GB95071I

- i. Made offensive sexist remarks (for example, suggesting that people of your sex are not suited for the kind of work you do)? ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

GB95071J

- j. Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it? ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

GB95071K

- k. Put you down or was condescending to you because of your sex? ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

GB95071L

- l. Stared, leered, or ogled you in a way that made you feel uncomfortable? ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

GB95071M

- m. Exposed themselves physically (for example, "mooned" you) in a way that embarrassed you or made you feel uncomfortable? ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

GB95071N

- n. Continued to ask you for dates, drinks, dinner, etc., even though you said "No"? ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

GB95071O

- o. Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behavior? ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

GB95071P

- p. Made you feel threatened with some sort of retaliation for not being sexually cooperative (for example, by mentioning an upcoming review)? ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

GB95071Q

- q. Touched you in a way that made you feel uncomfortable? ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5





17. Did you REPORT any of the unwanted sex-related attention you received to any of the following individuals or organizations?

No, I did not report it to this person/office.

Yes, and it made things worse.

Yes, but it made no difference.

Yes, and it made things better.

GC95100A - GC95100J 3 2 1 0

a. My immediate supervisor..... 0 0 0 0

b. The supervisor of the person who was bothering me..... 0 0 0 0

c. Someone else in my chain of command..... 0 0 0 0

d. Law enforcement officials (for example, military police)..... 0 0 0 0

e. A special office responsible for handling these kinds of complaints (such as Equal Opportunity, Social Actions, Military Civil Rights Office, etc.)..... 0 0 0 0

f. The Commanding Officer..... 0 0 0 0

g. The Inspector General (IG) office..... 0 0 0 0

h. Judge Advocate General (JAG)..... 0 0 0 0

i. A member of Congress..... 0 0 0 0

j. Other person or office with responsibility for follow-up. If you answer "yes," please specify below..... 0 0 0 0

GC9500SP

Note 11c

Note 10c

IF YOU ANSWERED "NO" TO EVERY ITEM IN QUESTION 17, GO TO QUESTION 21. OTHERWISE, CONTINUE WITH THE NEXT QUESTION.

GC95101A - GC95101M

18. What action(s) did the organization take in response to your reporting? Mark all that apply.

A ☐ The person who bothered me was talked to about the behavior

B ☐ My complaint was/is being investigated

C ☐ I was encouraged to drop the complaint

D ☐ My complaint was discounted or not taken seriously

E ☐ My supervisor (or others in my chain of command) was hostile toward me

F ☐ My co-workers were hostile toward me

G ☐ I requested and was granted a reassignment or transfer

H ☐ I was reassigned against my will

I ☐ The person who bothered me was transferred or reassigned

J ☐ The person who bothered me was counseled

K ☐ Other (Specify in the box below)

GC9501SP

Note 13c

L ☐ I don't know what action was taken

M ☐ No action was taken

19. How satisfied are you with the complaint process as it relates to your experience with reporting unwanted sex/gender-related attention?

GC95105

5 ☐ Very satisfied

4 ☐ Satisfied

3 ☐ Neither satisfied nor dissatisfied

2 ☐ Dissatisfied

1 ☐ Very dissatisfied

20. Do you feel that your chances of having a successful military career will be affected by your making a report? GC95106

3 ☐ Yes, my chances are improved

1 ☐ Yes, my chances are worse

2 ☐ No, my career will not be affected

Note 15c

21. If you have experienced unwanted sex-related attention in the past 12 months but DID NOT report to someone in Question 17, what were your reasons for not reporting? Mark all that apply. GC95107A - GC95107T

A ☐ Does not apply—I DID report all unwanted sex-related attention in the past 12 months to someone specified in Question 17

B ☐ I did not think it was that important

C ☐ I did not know what to do

D ☐ I took care of the problem myself

E ☐ I did not think anything would be done

F ☐ I was too afraid

G ☐ I was too embarrassed

H ☐ I thought I would not be believed

I ☐ I thought it would make my work situation unpleasant

J ☐ I thought it would take too much time and effort

K ☐ The person(s) was (were) not assigned to my duty station

L ☐ I thought I would be labeled a troublemaker

M ☐ I was talked out of making a formal report by a PEER

N ☐ I was talked out of making a formal report by a SUPERVISOR

O ☐ I did not want to hurt the person who bothered me

P ☐ I wanted to fit in with my work group

Q ☐ I didn't know the person(s) who did it

R ☐ I thought my performance evaluation or chances for promotion would suffer

S ☐ The person who bothered me was my supervisor

T ☐ Some other reason (Specify in the box below)

GC9507SP

Note 16c

### III. UNWANTED SEXUAL TALK/BEHAVIOR

## PLEASE READ THIS BEFORE YOU BEGIN THIS SECTION

- This section of the survey deals with sexual talk and behavior which can range from apparently casual remarks (like "Mary (or joe) looks sexy today") to the serious crimes of sexual assault and rape. Sometimes this sexual talk and behavior is considered sexual harassment and sometimes it is not.
- Certain kinds of UNINVITED and UNWANTED sexual talk and behavior occurring at work can be considered sexual harassment. Examples are:  
Actual or attempted rape or sexual assault.  
Unwanted, uninvited pressure for sexual favors (Example: Someone tried to talk you into performing a certain sexual act with or for them, maybe promising a reward).  
Unwanted, uninvited touching, leaning over, cornering, pinching or brushing against of a deliberately sexual nature.  
Unwanted, uninvited sexually suggestive looks, gestures or body language (Example: Someone at work kept staring at your sexual body parts).  
Unwanted, uninvited letters, telephone calls, or materials of a sexual nature (Examples: Someone at work called you and said foul things; someone at work brought nude pictures for you to look at; someone sent you letters suggesting that you and the person have sex).  
Unwanted, uninvited pressure for dates (Example: a superior kept pressuring you to go out).  
Unwanted, uninvited sexual teasing, jokes, remarks or questions (Examples: Someone told you that you have a nice body; someone asked you how your sex life is; someone told crude jokes to embarrass you; someone jokingly made some comment about how you might perform in bed).  
Unwanted, uninvited whistles, calls, hoots or yells of a sexual nature (Example: One or more persons whistled at you or yelled some sexual things at you from a window or from a car driving past you).  
Unwanted, uninvited attempts to get your participation in any other kinds of sexually oriented activities (Examples: Someone tried to get you involved in group sex, or pose for nude films, or to seduce someone for fun).
- BOTH MEN AND WOMEN CAN BE VICTIMS OF SEXUAL HARASSMENT; BOTH WOMEN AND MEN CAN BE SEXUAL HARASSERS; PEOPLE CAN SEXUALLY HARASS PERSONS OF THEIR OWN SEX.
- Your frank and honest answers will help give us an accurate picture of the situation, and assist in the evaluation and development of policies. Please read all questions and instructions CAREFULLY before responding. We appreciate your time.

Some of the questions that follow may seem repetitive, but in order to get the most complete information, we need to ask several questions about your experiences of working in the military. Every response is important in guaranteeing the overall quality of information we gather, so please continue to answer all the following questions, even though they may seem similar to previous ones.

Thank you for your cooperation.

This section asks about any experience YOU have had with UNINVITED and UNWANTED sexual attention in the course of performing your duties in the active-duty military. ALTHOUGH THE SECTION WILL TAKE SOME TIME TO COMPLETE, IT WILL PROVIDE THE MOST IMPORTANT INFORMATION BEING GATHERED BY THIS SURVEY.

Please Note: Sexual attention can be welcome or unwelcome. "UNINVITED AND UNWANTED TALK AND BEHAVIOR" is talk and behavior which you did NOT provoke, did NOT ask for, are NOT responsible for and do NOT participate in willingly or jokingly. Keep the examples of sexual attention given below in mind as you answer the rest of the survey.

GA95011A-GA95011K

22. Have YOU EVER RECEIVED any of the following kinds of UNINVITED and UNWANTED sexual attention from someone AT WORK while serving in the active-duty military? Mark all that apply.

TYPE OF UNINVITED, UNWANTED SEXUAL ATTENTION

- ☐ A Actual or attempted rape or sexual assault
- ☐ B Unwanted, uninvited pressure for sexual favors  
(Example: Someone tried to talk you into performing a certain sexual act with or for them, maybe promising a reward)
- ☐ C Unwanted, uninvited touching, leaning over, cornering, pinching or brushing against of a deliberately sexual nature
- ☐ D Unwanted, uninvited sexually suggestive looks, gestures or body language  
(Example: Someone at work kept staring at your sexual body parts)
- ☐ E Unwanted, uninvited letters, telephone calls, or materials of a sexual nature  
(Examples: Someone at work called you and said foul things, someone at work brought nude pictures for you to look at, someone sent you letters suggesting that you and the person have sex)
- ☐ F Unwanted, uninvited pressure for dates  
(Example: A superior kept pressuring you to go out)
- ☐ G Unwanted, uninvited sexual teasing, jokes, remarks or questions  
(Examples: Someone told you that you have a nice body, someone asked you how your sex life is, someone told crude jokes to embarrass you, someone jokingly made some comment about how you might perform in bed)
- ☐ H Unwanted, uninvited whistles, calls, hoots or yells of a sexual nature  
(Example: One or more persons whistled at you or yelled some sexual things at you from a window or from a car driving past you)
- ☐ I Unwanted, uninvited attempts to get your participation in any other kinds of sexually oriented activities  
(Examples: Someone tried to get you involved in group sex, or to pose for nude films, or to seduce someone for fun)
- ☐ J Other unwanted, uninvited attention of a sexual nature (Specify: GA9511SP)

- ☐ K No, I have NEVER experienced any UNINVITED and UNWANTED sexual attention from someone at work while in the active-duty military

PLEASE DO NOT WRITE IN THIS AREA

■ ■ ○ ○ ○ ■ ■ ■ ■ ■ ○ ○ ■ ○ ○ ■ ○ ○ ○ ○

300003

IF YOU HAVE NEVER RECEIVED ANY FORM OF SEXUAL ATTENTION THAT WAS UNWANTED AND UNINVITED FROM SOMEONE AT WORK WHILE IN THE ACTIVE-DUTY MILITARY, GO TO SECTION IV ON PAGE 11. OTHERWISE, GO TO QUESTION 23 BELOW.

23. Have you received any of the following kinds of UNINVITED AND UNWANTED sexual attention DURING THE LAST 12 MONTHS from someone where you work in the active-duty military? (If you have served less than 1 year, answer for your entire service period.)

GA95012A - GA95012K

TYPE OF UNINVITED, UNWANTED SEXUAL ATTENTION

- a. Actual or attempted rape or sexual assault  
b. Pressure for sexual favors  
c. Sexual touching, leaning over, cornering, pinching or brushing against  
d. Sexually suggestive looks, gestures or body language  
e. Letters, telephone calls or materials of a sexual nature  
f. Pressure for dates  
g. Sexual teasing, jokes, remarks or questions  
h. Sexual whistles, calls, hoots or yells  
i. Attempts to get your participation in any other sexual activities  
j. Other sexual attention (Specify: GA9512SP)

- k. No, I have NOT experienced any unwanted, uninvited sexual attention from someone at work IN THE LAST 12 MONTHS

0 1 2 3 4  
FREQUENCY IN THE LAST 12 MONTHS

Never	Once	Once a Month or Less	2-4 Times a Month	Once a Week or More
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

IF YOU HAVE NOT RECEIVED ANY UNWANTED, UNINVITED SEXUAL ATTENTION FROM SOMEONE WHERE YOU WORK IN THE LAST 12 MONTHS, GO TO SECTION IV ON PAGE 11. OTHERWISE, GO TO QUESTION 24 BELOW.

If uninvited and unwanted sexual attention HAS happened to you while AT WORK in the active-duty military within the last 12 months: SELECT THE ONE EXPERIENCE THAT HAD THE GREATEST EFFECT ON YOU AND ANSWER THE REST OF THE QUESTIONS IN THIS SECTION IN TERMS OF THAT EXPERIENCE.

24. Describe the experience you have in mind.

Mark all that apply.

GA95013A - GA95013H

- A ☐ This was my only experience  
B ☐ This was my most recent experience  
C ☐ This experience is still continuing  
D ☐ This experience permanently damaged my career  
E ☐ This experience caused me to lose friends  
F ☐ This experience caused me to transfer  
G ☐ This experience may cause me to leave the Service  
H ☐ This did not actually occur (only) at the work site

25. Did this experience take place at the duty station where you are now assigned, at some other assignment location, while you were on temporary duty elsewhere (TDY), or on recruit (basic) training? Mark one. GA95014

- 1 ☐ This experience took place here  
2 ☐ This experience took place at another duty station  
3 ☐ This experience took place on recruit (basic) training elsewhere  
4 ☐ This experience took place while I was on TDY

**26. Over what period of time did you keep receiving this uninvited, unwanted sexual attention?**

**Mark one.**

GA95017

- 1 ☐ It was a single event  
 2 ☐ Less than one week  
 3 ☐ 1 to 4 weeks  
 4 ☐ 1 to 3 months  
 5 ☐ 4 to 6 months  
 6 ☐ More than 6 months

27. Was/were the person(s) who sexually bothered you: Mark all that apply. GA95027A -

GA95027A-

GA95027K

- ☐ A Your immediate military supervisor  
☐ B Your immediate civilian supervisor  
☐ C Your unit commander  
☐ D Other higher level military personnel  
☐ E Your military co-worker(s)  
☐ F Your civilian co-worker(s)  
☐ G Your military subordinate(s)  
☐ H Your civilian subordinate(s)  
☐ I Other military person(s)  
☐ J Other civilian person(s)  
☐ K Other or unknown

Note  
28

**28. Please describe the person(s) who sexually bothered you. Mark one circle in section a and one in section b.**

**a. Sex of Person(s)**

- 1 ☐ Male  
2 ☐ Female  
3 ☐ Two or more males  
4 ☐ Two or more females  
5 ☐ Both sexes  
6 ☐ Unknown

GA95029A

**b. Race of Person(s)**

- 1 ☐ Same as yours  
2 ☐ Different  
3 ☐ Some same, some different  
4 ☐ Unknown

GA95029C

**29. At the time this unwanted, uninvited sexual attention occurred or began, who was in your normal work group (that is, the people you worked with every day)? (If you were on TDY, answer for the group you worked with daily while at the temporary location.)**

- 1 ☐ All men G-A  
2 ☐ More men than women  
3 ☐ Equal numbers of men and women  
4 ☐ More women than men  
5 ☐ All women

GA 95037

30. At the time this unwanted, uninvited sexual attention occurred or began, was your immediate supervisor male or female? (If you were on TDY and were not traveling with your usual supervisor, answer for the person in charge at the TDY location.)

GA95038

- 2 ○ Female  
1 ○ Male

31. At the time this unwanted, uninvited sexual attention occurred or began, were you one of the first of your sex to be doing your kind of work (that is, your specific MOS/AFSC/rating/designator) in the unit where you were assigned? (If you were on TDY, please answer for the group you were working with at that location.) (A 95039

GA95039

- 1 ☐ Yes, I was the first and only of my sex
- 2 ☐ Yes, I was in the first group of my sex along with some others
- 3 ☐ Yes, I was in one of the first groups of my sex to be doing the work but not in the very first group
- 4 ☐ No, members of my sex had been doing the work for a while
- 5 ☐ No, members of my sex had been doing the work for a long time
- 6 ☐ No, members of my sex have always been doing that work in the unit
- 99 ☐ Don't know

32. At the time the unwanted, uninvited sexual attention occurred or began, what was your marital status?

- 1 ☐ Married for the first time
- 2 ☐ Remarried
- 3 ☐ Legally separated
- 4 ☐ Informally separated
- 5 ☐ Widowed
- 6 ☐ Divorced
- 7 ☐ Single, never married

GA 95044

PLEASE DO NOT WRITE IN THIS AREA

00000000000000000000000000000000

300003

#### IV. PERSONNEL POLICIES

In this section you will be asked your opinions about relationships among personnel in your organization and military personnel practices.

33. Listed below are some actions an organization might take to reduce the occurrence of sexual harassment. Have any of these actions been taken at your current duty station?

- |  | YES | NO | DONT<br>KNOW |
|--|-----|----|--------------|
| GB95109A   |     |    |              |
| a. Establishing policies prohibiting sexual harassment.....  | 1   | 0  | 99           |
| GB95109B   |     |    |              |
| b. Providing thorough investigation of harassment complaints.....  | 0   | 0  | 0            |
| GB95109C   |     |    |              |
| c. Enforcing penalties against harassers.....  | 0   | 0  | 0            |
| GB95109D   |     |    |              |
| d. Enforcing penalties against unit commanders or other superiors who allow sexual harassment to continue.....                                       | 0   | 0  | 0            |
| GB95109E   |     |    |              |
| e. Publicizing the availability of hotlines for sexual harassment complaints.....  | 0   | 0  | 0            |
| GB95109F   |     |    |              |
| f. Publicizing the availability of formal complaint channels.....  | 0   | 0  | 0            |
| GB95109G   |     |    |              |
| g. Providing counseling services for victims of sexual harassment.....   | 0   | 0  | 0            |
| GB95109H   |     |    |              |
| h. Providing awareness training for military personnel.....  | 0   | 0  | 0            |
| GB95109I   |     |    |              |
| i. Establishing a specific office at each base/post/installation/ship which has authority to investigate complaints regarding sexual harassment..... | 0   | 0  | 0            |
| GB9509J  |     |    |              |
| j. Providing awareness training for unit commanders and Equal Opportunity officials.....   | 0   | 0  | 0            |

34. Please give your opinion about whether the persons below make honest and reasonable efforts to stop sexual harassment, regardless of what is said officially.

- |   | YES | NO | DONT<br>KNOW |
|---|-----|----|--------------|
| GB95110A  | 1   | 0  | 99           |
| a. Senior leadership of my Service..              | 0   | 0  | 0            |
| GB95110B  |     |    |              |
| b. Senior leadership of my installation/ship..... | 0   | 0  | 0            |
| GB95110C  |     |    |              |
| c. My immediate supervisor .....                  | 0   | 0  | 0            |

35. On what date did you complete this questionnaire?

DATE	
MONTH	DAY
<input type="radio"/> JAN	
<input type="radio"/> FEB	
<input type="radio"/> MAR	06
<input type="radio"/> APR	11
<input type="radio"/> MAY	02
<input type="radio"/> JUNE	03
<input type="radio"/> JULY	04
<input type="radio"/> AUG	03
<input type="radio"/> SEPT	06
<input type="radio"/> OCT	07
<input type="radio"/> NOV	04
<input type="radio"/> DEC	09

SRDATE

Note  
18

V. COMMENTS

Thank you very much for your cooperation in this survey. If you have comments or concerns that you were not able to express in answering this survey, please write them in the space provided.

COMMENT Note 19

Any comments you make on this questionnaire will be kept confidential, and no follow-up action will be taken in response to any specifics reported. If you want to report a harassment problem, information about how to do so is available through your command Equal Opportunity, Social Action, or Civil Rights Office.

PLEASE DO NOT WRITE IN THIS AREA



300003

## **Appendix D**

### **Crosswalk to Identify Identical and Similar Items Across Forms**



**Table D-1.**  
***Crosswalk of Form A to Forms B and C***

Form A	Form B	Form C	Short description of item
1. GA95001			More/less sex harass outside military?
2. GA95002			Attitude of CO at post/base re SH?
3a. GA95003A	110a. GB95110A *	34a. GB95110A *	Senior Service leaders try to stop SH
3b. GA95003B	110b. GB95110B *	34b. GB95110B *	Senior install leaders try to stop SH
3c. GA95003C	110c. GB95110C *	34c. GB95110C *	My super/CO enforces mil SH policy
3c. GA95003C	117. GB95117 *		My super/CO enforces mil SH policy
3d. GA95003D			Other unit COs I've had discourage SH?
3e. GA95003E			My training instructor discourages SH?
3f. GA95003F			COs (diff station) discourage harass?
4a. GA95004A			Ever consider leaving or transfer--No
4b. GA95004B	97e. GB95097E *		Ever request trans-No, but consider
4b. GA95004B	99i. GB95099I *		Ever request trans-No, but consider
4b. GA95004B	101g. GB95101G *		Ever request trans-No, but consider
4b. GA95004B	101h. GB95101H *		Ever request trans-No, but consider
4b. GA95004B		16e. GC95097E *	Ever request trans-No, but consider
4b. GA95004B		18g. GC95101G *	Ever request trans-No, but consider
4b. GA95004B		18h. GC95101H *	Ever request trans-No, but consider
4b. GA95004B		24f. GA95013A *	Ever request trans-No, but consider
4b. GA95004B		24g. GA95013G *	Ever request trans-No, but consider
4c. GA95004C	99i. GB95099I *		Ever request trans-Yes, and have
4c. GA95004C	101g. GB95101G *		Ever request trans-Yes, and have
4c. GA95004C	101h. GB95101H *		Ever request trans-Yes, and have
4c. GA95004C		18g. GC95101G *	Ever request trans-Yes, and have
4c. GA95004C		18h. GC95101H *	Ever request trans-Yes, and have
4c. GA95004C		24f. GA95013F *	Ever request trans-Yes, and have
4d. GA95004D	99i. GB95099I *		Ever request trans-Yes, waiting
4d. GA95004D	101g. GB95101G *		Ever request trans-Yes, waiting
4d. GA95004D	101h. GB95101H *		Ever request trans-Yes, waiting
4d. GA95004D		18g. GC95101G *	Ever request trans-Yes, waiting
4d. GA95004D		18h. GC95101H *	Ever request trans-Yes, waiting
4d. GA95004D		24f. GA95013F *	Ever request trans-Yes, waiting
4e. GA95004E	97e. GB95097E *		Ever consider leaving-Yes, but stayed
4e. GA95004E		16e. GC95097E *	Ever consider leaving-Yes, but stayed
4e. GA95004E		24g. GA95013G *	Ever consider leaving-Yes, but stayed
4f. GA95004F	97e. GB95097E *		Ever consider leaving-Yes, am now
4f. GA95004F		16e. GC95097E *	Ever consider leaving-Yes, am now
4f. GA95004F		24g. GA95013G *	Ever consider leaving-Yes, am now

**Table D-1. (continued)**

Form A	Form B	Form C	Short description of item
5. GA95005			Know/heard anyone harassed on duty?
6a. GA95006A			Effect: Ignore the behavior?
6b. GA95006B			Effect: Avoiding the person?
6c. GA95006C			Effect: Ask person to stop?
6d. GA95006D			Effect: Tell/threaten to tell coworker?
6e. GA95006E			Effect: Threaten to tell person's CO?
6f. GA95006F			Effect: Report to person's CO?
6g. GA95006G			Effect: File formal complaint?
6h. GA95006H			Effect: Threaten 2 tell person's spouse?
6i. GA95006I			Effect: Threaten 2 tell own spouse?
6j. GA95006J			Effect: Threaten drastic action?
6k. GA95006K			Effect: Become more firm at work?
6l. GA95006L			Effect: Other course of action?
6l. GA9506SP			Effect: Anything in Specify in box?
7. GA95007			Last yr: Anyone unfairly accused of SH?
8. GA95008	72. GB95072 *	12. GB95072 *	Last yr: Offensive sex talk/behavior?
9a. GA95009A	109a. GB95109A	33a. GB95109A	Duty stat: Establish anti-SH policies
9b. GA95009B	109b. GB95109B *	33b. GB95109B *	Duty stat: Thorough complaint invest
9c. GA95009C	109d. GB95109D	33d. GB95109D	Duty stat: Enforce penalty on supers/COs
9d. GA95009D	109c. GB95109C	33c. GB95109C	Duty stat: Enforce penalty on harassers
9e. GA95009E	109f. GB95109F	33f. GB95109F	Duty stat: Pub formal compl channels
9f. GA95009F	109g. GB95109G	33g. GB95109G	Duty stat: Provide counsel 2 SH victims
9g. GA95009G	109h. GB95109H *	33h. GB95109H *	Duty stat: Aware trg for mil personnel
9h. GA95009H	109j. GB95109J	33j. GB95109J	Duty stat: Aware trg for Cdrs/EO people
9i. GA95009I	109i. GB95109I *	33i. GB95109I *	Duty stat: Estab office 4 SH complaints
9j. GA95009J			Duty stat: Other way to reduce SH?
9j. GA9509SP			Duty stat: Anything in Specify box?
10a. GA95010A			See mil harass DoD or C Guard civ?
10b. GA95010B			See mil harass local civ. residents?
10c. GA95010C			See mil harass foreign nat. DoD?
10d. GA95010D			See mil harass other foreign nat?
10e. GA95010E			See mil harass civilian contractors?
10f. GA95010F			Not seen military personnel harass civ.
11a. GA95011A		22a. GA95011A	Ever: Actual or attempted rape?
11b. GA95011B		22b. GA95011B	Ever: Pressure for sex favors?
11c. GA95011C		22c. GA95011C	Ever: Sexually touch, lean, corner?
11d. GA95011D		22d. GA95011D	Ever: Sexual looks/gestures?
11e. GA95011E		22e. GA95011E	Ever: Sex materials/calls/letters?
11f. GA95011F		22f. GA95011F	Ever: Pressure for dates?

**Table D-1. (continued)**

Form A	Form B	Form C	Short description of item
11g. GA95011G		22g. GA95011G	Ever: Sex teasing/remarks/jokes?
11h. GA95011H		22h. GA95011H	Ever: Sex calls/hoots/whistles?
11i. GA95011I		22i. GA95011I	Ever: Proposal to partic sex acts?
11j. GA95011J		22j. GA95011J	Ever: Other sexual attention?
11j. GA9511SP		22j. GA9511SP	Ever: Anything in Specify box?
11k. GA95011K		22k. GA95011K	Ever: Never got unwanted sex attn.
12a. GA95012A		23a. GA95012A	Last yr: Actual or attempted rape?
12b. GA95012B		23b. GA95012B	Last yr: Pressure for sex favors?
12c. GA95012C		23c. GA95012C	Last yr: Sexually touch, lean, corner?
12d. GA95012D		23d. GA95012D	Last yr: Sexual looks/gestures?
12e. GA95012E		23e. GA95012E	Last yr: Sex materials/calls/letters?
12f. GA95012F		23f. GA95012F	Last yr: Pressure for dates?
12g. GA95012G		23g. GA95012G	Last yr: Sex teasing/remarks/jokes?
12h. GA95012H		23h. GA95012H	Last yr: Sex calls/hoots/whistles?
12i. GA95012I		23i. GA95012I	Last yr: Proposal to partic sex acts?
12j. GA95012J		23j. GA95012J	Last yr: Other sexual attention?
12j. GA9512SP		23j. GA9512SP	Last yr: Anything in Specify box?
12k. GA95012K		23k. GA95012K	Last yr: Never got unwanted sex attn.
12a-j, 15a-j. INCTYP_A			Incident Types a-j Past Yr (88 form)
12a-j. INCTYP_C		23a-j. INCTYP_C	Incident Types a-j Past Yr (Form C)
13a. GA95013A		24a. GA95013A	Big sit: This was only experience.
13b. GA95013B		24b. GA95013B	Big sit: This was most recent exper.
13c. GA95013C	83. GB95083 *	24c. GA95013C	Big sit: This exper still continuing
13d. GA95013D		24d. GA95013D	Big sit: Exper damaged my career.
13e. GA95013E		24e. GA95013E	Big sit: Lost friends b/c this exper.
13f. GA95013F	99i. GB95099I *		Big sit: Caused me to transfer.
13f. GA95013F	101g. GB95101G *		Big sit: Caused me to transfer.
13f. GA95013F	101h. GB95101H *		Big sit: Caused me to transfer.
13f. GA95013F		18g. GC95101G *	Big sit: Caused me to transfer.
13f. GA95013F		18h. GC95101H *	Big sit: Caused me to transfer.
13f. GA95013F		24f. GA95013F	Big sit: Caused me to transfer.
13g. GA95013G	97e. GB95097E *		Big sit: I may leave Service b/c exper.
13g. GA95013G		16e. GC95097E *	Big sit: I may leave Service b/c exper.
13g. GA95013G		24g. GA95013G	Big sit: I may leave Service b/c exper.
13h. GA95013H	75. GB95075 *		Big sit: Did not only occur at work
13h. GA95013H		13. GC95075 *	Big sit: Did not only occur at work
13h. GA95013H		24h. GA95013H	Big sit: Did not only occur at work
14. GA95014	87. GB95087 *		Big sit: Occur during TDY/TAD?
14. GA95014	88. GB95088 *		Big sit: Occur during TDY/TAD?

**Table D-1. (continued)**

Form A	Form B	Form C	Short description of item
14. GA95014		25. GA95014	Big sit: Occur during TDY/TAD?
15a. GA95015A	73w. GB95073W *		Big sit: Actual or attempted rape
15a. GA95015A	73x. GB95073X *		Big sit: Actual or attempted rape
15b. GA95015B	73o. GB95073O *		Big sit: Pressure for sexual favors
15b. GA95015B	73p. GB95073P *		Big sit: Pressure for sexual favors
15b. GA95015B	73s. GB95073S *		Big sit: Pressure for sexual favors
15b. GA95015B	73u. GB95073U *		Big sit: Pressure for sexual favors
15c. GA95015C	73q. GB95073Q *		Big sit: Touch made you uncomfortable
15c. GA95015C	73r. GB95073R *		Big sit: Touch made you uncomfortable
15d. GA95015D	73g. GB95073G *		Big sit: Offensive sexual gestures
15d. GA95015D	73l. GB95073L *		Big sit: Offensive sexual gestures
15e. GA95015E	73h. GB95073H *		Big sit: Display sexist materials
15f. GA95015F	73n. GB95073N *		Big sit: Pressure for dates
15g. GA95015G	73d. GB95073D *		Big sit: Sexual remark or jokes
15g. GA95015G	73f. GB95073F *		Big sit: Sexual remark or jokes
15h. GA95015H	73b. GB95073B *		Big sit: Whistled at in sexual way
15i. GA95015I	73j. GB95073J *		Big sit: Attempts to get sex partic
15j. GA95015J	73y. GB95073Y *		Big sit: Other sex-related behavior
15j. GA9515SP			Big sit: Anything in Specify box?
16a. GA95016A	99a. GB95099A *		Big sit: You ignored the behavior
16b. GA95016B	99b. GB95099B *		Big sit: You avoided the person(s)
16c. GA95016C	99c. GB95099C *		Big sit: You asked person to stop
16d. GA95016D	99e. GB95099E *		Big sit: U threaten to tell/told coworker
16e. GA95016E			Big sit: Reported beh 2 unit commander?
16f. GA95016F			Big sit: Made a joke of the behavior?
16g. GA95016G			Big sit: Went along with the behavior?
16h. GA95016H			Big sit: Transferred/disciplined person
16i. GA95016I	99d. GB95099D *		Big sit: U asked another 2 speak for U
16j. GA95016J			Big sit: Threaten to harm person
16k. GA95016K	99l. GB95099L *		Big sit: You took some other action
16k. GA9516SP	99l. GB9599SP *		Big sit: Any actions in Specify box
17. GA95017	82. GB95082 *	26. GA95017	Big sit: How long did it last
18. GA95018	81. GB95081 *		Big sit: How often did it occur
19a. GA95019A			Big sit: Work conditions worse?
19b. GA95019B	96. GB95096 *		Big sit: Denied promotion/good report
19c. GA95019C	99i. GB95099I *		Big sit: Transferred to new location
19c. GA95019C	101g. GB95101G *		Big sit: Transferred to new location
19c. GA95019C	101h. GB95101H *		Big sit: Transferred to new location
19c. GA95019C		18g. GC95101G *	Big sit: Transferred to new location

**Table D-1. (continued)**

Form A	Form B	Form C	Short description of item
19c. GA95019C		18h. GC95101H *	Big sit: Transferred to new location
19c. GA95019C		24f. GA95013F *	Big sit: Transferred to new location
19d. GA95019D	99i. GB95099I *		Big sit: I was trans to new location
19d. GA95019D	101g. GB95101G *		Big sit: I was trans to new location
19d. GA95019D	101h. GB95101H *		Big sit: I was trans to new location
19d. GA95019D		18g. GC95101G *	Big sit: I was trans to new location
19d. GA95019D		18h. GC95101H *	Big sit: I was trans to new location
19d. GA95019D		24f. GA95013F *	Big sit: I was trans to new location
19e. GA95019E	99i. GB95099I *		Big sit: Transfer new site, same install
19e. GA95019E	101g. GB95101G *		Big sit: Transfer new site, same install
19e. GA95019E	101h. GB95101H *		Big sit: Transfer new site, same install
19e. GA95019E		18g. GC95101G *	Big sit: Transfer new site, same install
19e. GA95019E		18h. GC95101H *	Big sit: Transfer new site, same install
19e. GA95019E		24f. GA95013F *	Big sit: Transfer new site, same install
19f. GA95019F			Big sit: Work conditions better
19g. GA95019G	96. GB95096 *		Big sit: Got promotion/good report
19h. GA95019H	101m. GB95101M *		Big sit: No changes occurred
19h. GA95019H	104g. GB95104G *		Big sit: No changes occurred
19h. GA95019H		18m. GC95101M *	Big sit: No changes occurred
20. GA95020	107a. GB95107A *		Big sit: Did you take formal action
20. GA95020		21a. GC95107A *	Big sit: Did you take formal action
20. GA95020	97d. GB95097D *		Big sit: Did you take formal action
20. GA95020		16d. GC95097D *	Big sit: Did you take formal action
21a. GA95021A	107d. GB95107D *	21d. GC95107D *	Big sit: No report--I took care of it
21b. GA95021B	107k. GB95107K *	21k. GC95107K *	Big sit: No report--Indiv not at my stat
21c. GA95021C	107q. GB95107Q *	21q. GC95107Q *	Big sit: No report--Harasser unknown
21d. GA95021D			Big sit: No report--Others handled
21e. GA95021E	107c. GB95107C *	21c. GC95107C *	Big sit: No report--Unsure what to do
21f. GA95021F	107b. GB95107B *	21b. GC95107B *	Big sit: No report--No need
21g. GA95021G	107o. GB95107O *	21o. GC95107O *	Big sit: No report--Not hurt harasser
21h. GA95021H	107g. GB95107G *	21g. GC95107G *	Big sit: No report--Too embarrassed
21i. GA95021I	107e. GB95107E *	21e. GC95107E *	Big sit: No report--Org not do anything
21j. GA95021J	107j. GB95107J *	21j. GC95107J *	Big sit: No report--Take too much time
21k. GA95021K	107r. GB95107R *	21r. GC95107R *	Big sit: No report--Hold against/blame
21l. GA95021L	107i. GB95107I *	21i. GC95107I *	Big sit: No report--Make work unpleasant
21m. GA95021M	107l. GB95107L *	21l. GC95107L *	Big sit: No report--Labeled troublemaker
22a. GA95022A	100f. GB95100F *	17f. GC95100F *	Big sit: Reported it to CO
22b. GA95022B			Big sit: Requested mast?
22c. GA95022C	100e. GB95100E *	17e. GC95100E *	Big sit: Reported it to a special office

**Table D-1. (continued)**

Form A	Form B	Form C	Short description of item
22d. GA95022D	100h. GB95100H *	17h. GC95100H *	Big sit: Reported it to JAG
22e. GA95022E			Big sit: Went above your CO
22f. GA95022F	100g. GB95100G *	17g. GC95100G *	Big sit: Reported it to IG
22g. GA95022G	99i. GB95099I *		Big sit: You requested temp assign
22g. GA95022G	101g. GB95101G *		Big sit: You requested temp assign
22g. GA95022G	101h. GB95101H *		Big sit: You requested temp assign
22g. GA95022G		18g. GC95101G *	Big sit: You requested temp assign
22g. GA95022G		18h. GC95101H *	Big sit: You requested temp assign
22g. GA95022G		24f. GA95013F *	Big sit: You requested temp assign
22h. GA95022H	100j. GB95100J *	17j. GC95100J *	Big sit: Reported it elsewhere
22h. GA9522SP	100j. GB9500SP *	17j. GC9500SP *	Big sit: Reported elsewhere--Specify box
23a. GA95023A	104b. GB95104B *		Big sit: Complaint was substantiated
23b. GA95023B	104c. GB95104C *		Big sit: Complaint was unsubstantiated
23c. GA95023C	104d. GB95104D *		Big sit: Organization corrected sit
23d. GA95023D	104e. GB95104E *		Big sit: Action taken against harasser
23e. GA95023E	101f. GB95101F *		Big sit: CO/officials hostile to me
23e. GA95023E		18f. GC95101F *	Big sit: CO/officials hostile to me
23e. GA95023E	93. GB95093 *		Big sit: CO/officials hostile to me
23f. GA95023F	104g. GB95104G *		Big sit: Complaint--Org took no action
23f. GA95023F	101m. GB95101M *		Big sit: Complaint--Org took no action
23f. GA95023F		18m. GC95101M *	Big sit: Complaint--Org took no action
23g. GA95023G	101b. GB95101B *		Big sit: Still processing complaint
23g. GA95023G	104a. GB95104A *		Big sit: Still processing complaint
23g. GA95023G		18b. GC95101B *	Big sit: Still processing complaint
23h. GA95023H	101l. GB95101L		Big sit: Dont know what action org took
23h. GA95023H		18l. GC95101L *	Big sit: Dont know what action org took
23h. GA95023H	104h. GB95104H *		Big sit: Dont know what action org took
24a. GA95024A	94. GB95094 *		Big sit: Feelings re mil affected
24b. GA95024B	95. GB95095 *		Big sit: Feelings re unit affected
24c. GA95024C			Big sit: Opinion of opp. sex?
24d. GA95024D			Big sit: Opinion of same sex?
24e. GA95024E			Big sit: Feelings about work?
24f. GA95024F			Big sit: Self-esteem?
24g. GA95024G			Big sit: Opinion of superiors?
24h. GA95024H			Big sit: Emotional condition?
24i. GA95024I	92. GB95092 *		Big sit: Physical condition?
24j. GA95024J			Big sit: Abil. to work w/ others?
24k. GA95024K	89. GB95089 *		Big sit: Quality of your work?
24l. GA95024L	89. GB95089 *		Big sit: Quantity of your work?

**Table D-1. (continued)**

Form A	Form B	Form C	Short description of item
24m. GA95024M			Big sit: Effect on spousal relations
24n. GA95024N			Big sit: Effect on other family relation
24o. GA95024O			Big sit: Effect on work attendance
24p. GA95024P			Big sit: Effect on overall fitness
24q. GA95024Q			Big sit: Effect on readiness?
24r. GA95024R			Big sit: Effect on job attitude
24s. GA95024S			Big sit: Effect on sense of job control
25. GA95025			Big sit: Others know of the harass?
26. GA95026			Big sit: Others tell harasser to stop?
27a. GA95027A	78a. GB95078A	27a. GA95027A	Big sit: Caused by immed mil super
27b. GA95027B	78b. GB95078B	27b. GA95027B	Big sit: Caused by immed civ super
27c. GA95027C	78c. GB95078C	27c. GA95027C	Big sit: Caused by Unit commander
27d. GA95027D	78d. GB95078D	27d. GA95027D	Big sit: Caused by mil of higher rank
27e. GA95027E	78f. GB95078F	27e. GA95027E	Big sit: Caused by mil coworker(s)
27f. GA95027F	78g. GB95078G	27f. GA95027F	Big sit: Caused by civ coworker(s)
27g. GA95027G	78h. GB95078H	27g. GA95027G	Big sit: Caused by mil subordinate(s)
27h. GA95027H	78i. GB95078I	27h. GA95027H	Big sit: Caused by civ subordinate(s)
27i. GA95027I	78l. GB95078L *	27i. GA95027I	Big sit: Caused by other mil personnel
27j. GA95027J	78m. GB95078M *	27j. GA95027J	Big sit: Caused by other civ personnel
27k. GA95027K	78n. GB95078N	27k. GA95027K	Big sit: Caused by unknown others
28. GA95028			Big sit: Harasser(s) in your unit?
29a. GA95029A	80. GB95080 *	28a. GA95029A	Big sit: Gender of harasser(s)
29b. GA95029B			Big sit: Age of harasser(s)?
29c. GA95029C	79. GB95079 *	28b. GA95029C	Big sit: Race/ethnic of harasser(s)
29d1. GA9529D1			Big sit: Harasser mar stat: Married
29d2. GA9529D2			Big sit: Harasser mar stat: Single
29d3. GA9529D3			Big sit: Harasser mar stat: Div/sep/wid
29d4. GA9529D4			Big sit: Harasser mar stat: Unknown
29e1. GA9529E1			Big sit: Harasser? U.S. military
29e2. GA9529E2			Big sit: Harasser? Civ employee
29e3. GA9529E3			Big sit: Harasser? Civ contractor
29e4. GA9529E4			Big sit: Harasser? DoD foreign employee
29e5. GA9529E5			Big sit: Harasser? Local civ resident
29e6. GA9529E6			Big sit: Harasser? Local foreign resid
29e7. GA9529E7			Big sit: Harasser? Unknown
30. GA95030			Big sit: Time in active duty before exper
31. GA95031			Big sit: Harasser bother other personnel
32. GA95032	97a. GB95097A *		Big sit: Seek medical/emotional help
32. GA95032	97c. GB95097C *		Big sit: Seek medical/emotional help

**Table D-1. (continued)**

Form A	Form B	Form C	Short description of item
32. GA95032		16a. GC95097A *	Big sit: Seek medical/emotional help
32. GA95032		16c. GC95097C *	Big sit: Seek medical/emotional help
33a. GA95033A			Big sit: Didn't discuss or seek advice
33b. GA95033B			Big sit: Briefly talked w/ friends
33c. GA95033C			Big sit: Briefly talked w/ family
33d. GA95033D			Big sit: Long talk w/ friends
33e. GA95033E			Big sit: Long talk w/ family
33f. GA95033F			Big sit: Talked w/ co-workers
33g. GA95033G			Big sit: Talked off-record w/ unit CO
33h. GA95033H			Big sit: Asked advice from friends
33i. GA95033I			Big sit: Asked advice from family
33j. GA95033J			Big sit: Asked advice from coworkers
33k. GA95033K	97b. GB95097B *	16b. GC95097B *	Big sit: I sought religious counseling
33l. GA95033L			Big sit: Took other form of action
33l. GA9533SP			Big sit: Any other action in Specify box
34. GA95034			Big sit: Used leave because of SH
35. GA95035	89. GB95089 *		Big sit: Affected my productivity/perf
36. GA95036			Big sit: How long productivity suffer
37. GA95037		29. GA95037	Big sit: Gender mix of work group
38. GA95038	86. GB95086	30. GA95038	Big sit: Gender of super
39. GA95039		31. GA95039	Big sit: 1st of your sex in this work
40. GA95040 **			Big sit: Paygrade at that time
40. RGA95040			Big sit: Paygrd at that time - Recoded
41. GA95041			Big sit: Were you a supervisor then
42. GA95042			Big sit: How many in your group then
43. GA95043			Big sit: You have own work space then
44. GA95044		32. GA95044	Big sit: Your marital status then
45. GA95045			Big sit: Occur CONUS/OCONUS/at sea
46. GA95046 **			Big sit: If occur overseas--Geo locale
47. GA95047			Big sit: If occurred CONUS--Geo locale
48. SRSEX	1. SRSEX	1. SRSEX	Respondent's gender
48. XSEX	1. XSEX	1. XSEX	Constructed: gender
49. SRAGE **	2. SRAGE **	2. SRAGE **	Respondent's age
49. R_SRAGE	2. R_SRAGE	2. R_SRAGE2 *	Respondent's age - Recoded
50. SRED **	3. SRED **	3. SRED **	Respondent's educational attainment
50. R_SRED	3. R_SRED	3. R_SRED	Respondent's ed. attainment - Recoded
51. SRHISPAN **	4. SRHISPAN **	4. SRHISPAN **	Respondent of Hispanic origin
52. SRRACE **	5. SRRACE **	5. SRRACE **	Respondent's race: Picked from choices
52. SRRACESP **	5. SRRACESP **	5. SRRACESP **	Resp race: Anything in Specify box



**Table D-1. (continued)**

Form A	Form B	Form C	Short description of item
51-52. XRACETH	4-5. XRACETH	4-5. XRACETH	Constructed: Race-ethnicity
52. XRCE	5. XRCE	5. XRCE	Constructed: Race
53. SRMARST	6. SRMARST	6. SRMARST	Respondent's marital status
54. SRSVC	7. SRSVC	7. SRSVC	Respondent's Service
54. XSVC	7. XSVC	7. XSVC	Constructed: Service
55. SRGRADE **	8. SRGRADE **	8. SRGRADE **	Respondent's paygrade
55. XPAYGRD2	8. XPAYGRDE *	8. XPAYGRD3 *	Constructed: paygrade
56. SRDATE	133. SRDATE	35. SRDATE	Date questionnaire was completed
Sect 4. COMMENT	V. COMMENT	V. COMMENT	Did respondent write other comments

*Note.* Table is sorted by the order of the items in the first column. Each entry in the first three columns is the item number on the survey and the variable name used in the SAS® system files. The short descriptions of the items are based on the variable labels used in the SAS® system files.

\* Indicates an item that is similar, not identical, to the item in the first column.

\*\* Indicates an item that is removed from the public-use Survey Analysis File in order to preserve respondent confidentiality.

**Table D-2.**  
***Crosswalk of Form B to Forms A and C***

Form B	Form A	Form C	Short version of item
1. SRSEX	48. SRSEX	1. SRSEX	Respondent's gender
1. XSEX	48. XSEX	1. XSEX	Constructed: gender
2. SRAGE **	49. SRAGE **	2. SRAGE **	Respondent's age
2. R_SRAGE	49. R_SRAGE	2. R_SRAGE2 *	Respondent's age - Recoded
3. SRED **	50. SRED **	3. SRED **	Respondent's educational attainment
3. R_SRED	50. R_SRED	3. R_SRED	Respondent's ed. attainment - Recoded
4. SRHISPAN **	51. SRHISPAN **	4. SRHISPAN **	Respondent of Hispanic origin
5. SRRACE **	52. SRRACE **	5. SRRACE **	Respondent's race: Picked from choices
5. SRRACESP **	52. SRRACESP **	5. SRRACESP **	Resp race: Anything in Specify box
4-5. XRACETH	51-52. XRACETH	4-5. XRACETH	Constructed: Race-ethnicity
5. XRCE	52. XRCE	5. XRCE	Constructed: Race
6. SRMARST	53. SRMARST	6. SRMARST	Respondent's marital status
7. SRSVC	54. SRSVC	7. SRSVC	Respondent's Service
7. XSVC	54. XSVC	7. XSVC	Constructed: Service
8. SRGRADE **	55. SRGRADE **	8. SRGRADE **	Respondent's paygrade
8. XPAYGRDE	55. XPAYGRD2 *	8. XPAYGRD3 *	Constructed: paygrade
9. GB95009			Respondent's # of years on active duty
10. GB95010			Likelihood of remaining in service
11a. GB95011A			Recommend military to male friend
11b. GB95011B			Recommend military to female friend
12. GB95012			Learned skills later useful in civ jobs
13. GB95013			Get assignments I need to be promoted
14. GB95014			Promoted high as ability/effort warrant
15. GB95015			Eval/select system promotes best members
16. GB95016			Proudly say I am a member of my Service
17. GB95017			My Service inspires me to do my best
18. GB95018			My Service treats its personnel fairly
19. GB95019			Disagree w/ Service's personnel policies
20. GB95020			Accept most jobs to stay in my Service
21. GB95021			Willing to sacrifice to help my Service
22. GB95022			How prepared are you to do wartime job
23. GB95023			How physically prepared are you for war
24. GB95024			Last 4 wks: Get sick easier than others
25. GB95025			Last 4 wks: Healthy as anyone I know
26. GB95026			Last 4 wks: Expect health to worsen
27. GB95027			Last 4 wks: My health is excellent
28. GB95028			Last 4 wks: Felt calm and peaceful

**Table D-2. (continued)**

Form B	Form A	Form C	Short description of item
29. GB95029			Last 4 wks: Been very nervous person
30. GB95030			Last 4 wks: Felt down/can't cheer up
31. GB95031			Last 4 wks: Felt down-hearted & blue
32. GB95032			Last 4 wks: Been a happy person
33a1. GB9533A1			Physical reason: Cut work/activity time
33a2. GB9533A2			Physical reason: Less done than liked
33a3. GB9533A3			Physical reason: Less careful than usual
33b1. GB9533B1			Emotional prob: Cut work/activity time
33b2. GB9533B2			Emotional prob: Less done than liked
33b3. GB9533B3			Emotional prob: Less careful than usual
34. GB95034		10. GB95034	# Months completed at duty location
35. GB95035 **			Current duty local: CONUS, AK/HI, OCONUS
35. RGB95035			Cur.duty loc: CONUS,OCONUS - Recoded
36. GB95036			Is this your permanent duty location
37a. GB95037A			Current assignment related to training
37b. GB95037B			Currently serving aboard ship
37c. GB95037C			MOS/AFSC/rating rare for your gender
37d. GB95037D			Work in environ where your gender rare
37e. GB95037E			Are you currently a supervisor
38. GB95038		9. GB95038	Gender of your immediate supervisor
39. GB95039			What is gender mix of your curr work gp
40. GB95040			Same race/ethnicity as rest work group
41. GB95041			My org. inspires me to do my best
42. GB95042			I am willing to sacrifice for this org
43. GB95043			I am glad to be assigned to this org
44. GB95044			I feel myself to be a part of this org
45. GB95045			I'm not willing to sacrifice for my org
46. GB95046			My work groups output is high
47. GB95047			My group does high quality work
48. GB95048			My group handles unexpected work well
49. GB95049			My group gets max output from resources
50. GB95050			My group performs better than other gps
51. GB95051			Are you doing right work for your MOS
52. GB95052			Does work give you a sense of pride
53. GB95053			Does your work make use of your skills
54. GB95054			Does chain give info you need to do job
55. GB95055			Do you trust your supervisor
56. GB95056			Does supervisor ensure fair treatment

**Table D-2. (continued)**

Form B	Form A	Form C	Short description of item
57. GB95057			Conflict between supervisor & subords?
58. GB95058			Your work performance evaluated fairly
59. GB95059			Is there conflict among your coworkers
60. GB95060			Assignments made fairly in work group
61. GB95061			Is present assign good for mil career
62. GB95062			Sat w/ your effort relative to coworkers
63. GB95063			Satisfied w/ your opps. for promotion
64. GB95064			Satisfied w/ your pay & benefits
65. GB95065			Satisfied w/ your job security
66. GB95066			Satisfied w/ direction/super you get
67. GB95067			Satisfied w/ relations w/ co-workers
68. GB95068			Satisfied w/ kind of work you do
69. GB95069			Sat w/ chances to acquire job skills
70. GB95070			Satisfied w/ your job as a whole
71a. GB95071A		11a. GB95071A	Last yr: Been told offen sex jokes
71b. GB95071B		11b. GB95071B	Last yr: Whistled at in sexual way
71c. GB95071C		11c. GB95071C	Last yr: Unwelcome sex discussions
71d. GB95071D		11d. GB95071D	Last yr: Sexual remarks, pub or priv
71e. GB95071E		11e. GB95071E	Last yr: Treated different b/c your sex
71f. GB95071F		11f. GB95071F	Last yr: Remarks re body/sex acts
71g. GB95071G		11g. GB95071G	Last yr: Offensive sexual gestures
71h. GB95071H		11h. GB95071H	Last yr: Display sexist materials
71i. GB95071I		11i. GB95071I	Last yr: Offensive sexist remarks
71j. GB95071J		11j. GB95071J	Last yr: Attempts to estab sex relation
71k. GB95071K		11k. GB95071K	Last yr: Put down b/c your sex
71l. GB95071L		11l. GB95071L	Last yr: Stared at in a sexual way
71m. GB95071M		11m. GB95071M	Last yr: Harasser exposed self
71n. GB95071N		11n. GB95071N	Last yr: Ask 4 dates after you say No
71o. GB95071O		11o. GB95071O	Last yr: Imply reward if have sex
71p. GB95071P		11p. GB95071P	Last yr: Scared if not sex cooperate
71q. GB95071Q		11q. GB95071Q	Last yr: Touch made you uncomfort
71r. GB95071R		11r. GB95071R	Last yr: Unwanted attempts to kiss you
71s. GB95071S		11s. GB95071S	Last yr: Treated you bad b/c refuse sex
71t. GB95071T		11t. GB95071T	Last yr: Imply faster promotion for sex
71u. GB95071U		11u. GB95071U	Last yr: Fear treated bad if no sex
71v. GB95071V		11v. GB95071V	Last yr: Offer sex2you in return4favor
71w. GB95071W		11w. GB95071W	Last yr: Try unwanted sex, no success
71x. GB95071X		11x. GB95071X	Last yr: Sex w/ you w/o your consent
71y. GB95071Y		11y. GB95071Y	Last yr: Other sex-related behavior

**Table D-2. (continued)**

Form B	Form A	Form C	Short description of item
71y. GB9571SP		11y. GB9571SP	Last yr: Any SH behs in Specify box
71a-x. INCTYPE1		11a-x. INCTYPE1	Incident Types a-x Past Yr
71 a-d, f, g, l, m.		11 a-d, f, g, l, m.	Crude/Offensive Behaviors
CRDEBVR1		CRDEBVR1	
71 e, h, i, k.		11 e, h, i, k.	Sexist Behaviors
SXSTBVR1		SXSTBVR1	
71 j, n, q, r.		11 j, n, q, r.	Unwanted Sexual Attention
SEXATTN1		SEXATTN1	
71 o, p, s-v.		11 o, p, s-v.	Sexual Coercion
SEXCOER1		SEXCOER1	
71 w, x. SEXASSA1		11 w, x. SEXASSA1	Sexual Assault
72. GB95072	8. GA95008 *	12. GB95072	Last yr: Classify any above behs as SH
73a. GB95073A			Big sit: Been told offen sex jokes
73b. GB95073B	15h. GA95015H *		Big sit: Whistled at in sexual way
73c. GB95073C			Big sit: Unwelcome sex discussions
73d. GB95073D	15g. GA95015G *		Big sit: Sexual remark, pub or priv
73e. GB95073E			Big sit: Treated different b/c your sex
73f. GB95073F	15g. GA95015G *		Big sit: Remarks re body/sex acts
73g. GB95073G	15d. GA95015D *		Big sit: Offensive sexual gestures
73h. GB95073H	15e. GA95015E *		Big sit: Display sexist materials
73i. GB95073I			Big sit: Offensive sexist remarks
73j. GB95073J	15i. GA95015I *		Big sit: Attempts to estab sex relation
73k. GB95073K			Big sit: Put down b/c of your sex
73l. GB95073L	15d. GA95015D *		Big sit: Stared at in a sexual way
73m. GB95073M			Big sit: Harasser exposed self
73n. GB95073N	15f. GA95015F *		Big sit: Ask 4 dates after you say No
73o. GB95073O	15b. GA95015B *		Big sit: Imply reward if have sex
73p. GB95073P	15b. GA95015B *		Big sit: Scared if not sex cooperate
73q. GB95073Q	15c. GA95015C *		Big sit: Touch made you uncomfot
73r. GB95073R	15c. GA95015C *		Big sit: Unwanted attempts to kiss you
73s. GB95073S	15b. GA95015B *		Big sit: Treated you bad b/c refuse sex
73t. GB95073T			Big sit: Imply faster promotion for sex
73u. GB95073U	15b. GA95015B *		Big sit: Fear treated bad if no sex
73v. GB95073V			Big sit: Offer sex 2 you in return4favor
73w. GB95073W	15a. GA95015A *		Big sit: Try unwanted sex, no success
73x. GB95073X	15a. GA95015A *		Big sit: Sex w/ you w/o your consent
73y. GB95073Y	15j. GA95015J *		Big sit: Other sex-related behavior
74. GB95074			Big sit: Occur at mil installation
75. GB95075		13. GC95075 *	Big sit: Occur at work/elsewhere
75. GB95075		24h. GA95013H *	Big sit: Occur at work/elsewhere
75. GB95075	13h. GA95013H *		Big sit: Occur at work/elsewhere

**Table D-2. (continued)**

Form B	Form A	Form C	Short description of item
76. GB95076		14. GC95076 *	Big sit: Occur during duty hours
77. GB95077			Big sit: How many people caused it
78a. GB95078A	27a. GA95027A	27a. GA95027A	Big sit: Caused by immed mil super
78b. GB95078B	27b. GA95027B	27b. GA95027B	Big sit: Caused by immed civ super
78c. GB95078C	27c. GA95027C	27c. GA95027C	Big sit: Caused by Unit commander
78d. GB95078D	27d. GA95027D	27d. GA95027D	Big sit: Caused by mil of higher rank
78e. GB95078E			Big sit: Caused by civ of higher rank
78f. GB95078F	27e. GA95027E	27e. GA95027E	Big sit: Caused by mil coworker(s)
78g. GB95078G	27f. GA95027F	27f. GA95027F	Big sit: Caused by civ coworker(s)
78h. GB95078H	27g. GA95027G	27g. GA95027G	Big sit: Caused by mil subordinate(s)
78i. GB95078I	27h. GA95027H	27h. GA95027H	Big sit: Caused by civ subordinate(s)
78j. GB95078J			Big sit: Caused by mil trg instructor
78k. GB95078K			Big sit: Caused by civ trg instructor
78l. GB95078L	27i. GA95027I *	27i. GA95027I *	Big sit: Caused by other mil personnel
78m. GB95078M	27j. GA95027J *	27j. GA95027J *	Big sit: Caused by other civ personnel
78n. GB95078N	27k. GA95027K	27k. GA95027K	Big sit: Caused by others/unknown
79. GB95079	29c. GA95029C *	28b. GA95029C *	Big sit: Race/ethnic of harasser(s)
80. GB95080	29a. GA95029A *	28a. GA95029A *	Big sit: Gender of harasser(s)
81. GB95081	18. GA95018 *		Big sit: How often did it occur
82. GB95082	17. GA95017 *	26. GA95017 *	Big sit: How long did it last
83. GB95083	13c. GA95013C *	24c. GA95013C *	Big sit: This exper still continuing
84a. GB95084A			Big sit: Was it annoying
84b. GB95084B			Big sit: Was it offensive
84c. GB95084C			Big sit: Was it disturbing
84d. GB95084D			Big sit: Was it threatening
85a. GB95085A		15a. GC95085A *	Big sit: Occur during trg-related assign
85b. GB95085B		15b. GC95085B *	Big sit: Occur while serve aboard ship
85c. GB95085C		15c. GC95085C *	Big sit: MOS rarely held by your gender
85d. GB95085D		15d. GC95085D *	Big sit: Gender rare in work envir
86. GB95086	38. GA95038	30. GA95038	Big sit: Gender of super
87. GB95087		25. GA95014 *	Big sit: Occur during TDY/TAD
87. GB95087	14. GA95014 *		Big sit: Occur during TDY/TAD
88. GB95088		25. GA95014 *	Big sit: Occur at current duty location
88. GB95088	14. GA95014 *		Big sit: Occur at current duty location
89. GB95089	24k. GA95024K *		Big sit: It hurt my productivity/perf
89. GB95089	24l. GA95024L *		Big sit: It hurt my productivity/perf
89. GB95089	35. GA95035 *		Big sit: It hurt my productivity/perf
90. GB95090			Big sit: I was embarrassed
91. GB95091			Big sit: I became upset

**Table D-2. (continued)**

Form B	Form A	Form C	Short description of item
92. GB95092	24i. GA95024I *		Big sit: I became ill/had phys probs
93. GB95093		18e. GC95101E *	Big sit: Work became unpleasant/hostile
93. GB95093		18f. GC95101F *	Big sit: Work became unpleasant/hostile
93. GB95093	23e. GA95023E *		Big sit: Work became unpleasant/hostile
94. GB95094	24a. GA95024A *		Big sit: Feelings re mil neg affected
95. GB95095	24b. GA95024B *		Big sit: Feelings re unit neg affected
96. GB95096	19b. GA95019B *		Big sit: Rating unfairly lowered
96. GB95096	19g. GA95019G *		Big sit: Rating unfairly lowered
97a. GB95097A		16a. GC95097A *	Big sit: I sought medical attention
97a. GB95097A	32. GA95032 *		Big sit: I sought medical attention
97b. GB95097B	33k. GA95033K *	16b. GC95097B *	Big sit: I sought religious counseling
97c. GB95097C		16c. GC95097C *	Big sit: I sought psych counsel
97c. GB95097C	32. GA95032 *		Big sit: I sought psych counsel
97d. GB95097D		16d. GC95097D *	Big sit: I filed formal complaint
97d. GB95097D		21a. GC95107A *	Big sit: I filed formal complaint
97d. GB95097D	20. GA95020 *		Big sit: I filed formal complaint
97e. GB95097E		16e. GC95097E *	Big sit: I thought about leaving mil
97e. GB95097E		24g. GA95013G *	Big sit: I thought about leaving mil
97e. GB95097E	4b. GA95004B *		Big sit: I thought about leaving mil
97e. GB95097E	4e. GA95004E *		Big sit: I thought about leaving mil
97e. GB95097E	4f. GA95004F *		Big sit: I thought about leaving mil
97e. GB95097E	13g. GA95013G *		Big sit: I thought about leaving mil
98. GB95098			Big sit: Did you consider it sex harass
99a. GB95099A	16a. GA95016A *		Big sit: You ignored the behavior
99b. GB95099B	16b. GA95016B *		Big sit: You avoided the person(s)
99c. GB95099C	16c. GA95016C *		Big sit: You asked person to stop
99d. GB95099D	16i. GA95016I *		Big sit: U asked another 2 speak for U
99e. GB95099E	16d. GA95016D *		Big sit: U threaten to tell/told coworker
99f. GB95099F			Big sit: You acted unaffected
99g. GB95099G			Big sit: You called advice/info hotline
99h. GB95099H			Big sit: U requested more trg4person(s)
99i. GB95099I		18g. GC95018G *	Big sit: U request transfer/temp assign
99i. GB95099I		18h. GC95018H *	Big sit: U request transfer/temp assign
99i. GB95099I		24f. GA95013F *	Big sit: U request transfer/temp assign
99i. GB95099I	4b. GA95004B *		Big sit: U request transfer/temp assign
99i. GB95099I	4c. GA95004C *		Big sit: U request transfer/temp assign
99i. GB95099I	4d. GA95004D *		Big sit: U request transfer/temp assign
99i. GB95099I	13f. GA95013F *		Big sit: U request transfer/temp assign
99i. GB95099I	19c. GA95019C *		Big sit: U request transfer/temp assign

**Table D-2. (continued)**

Form B	Form A	Form C	Short description of item
99i. GB95099I	19d. GA95019D *		Big sit: U request transfer/temp assign
99i. GB95099I	19e. GA95019E *		Big sit: U request transfer/temp assign
99i. GB95099I	22g. GA95022G *		Big sit: U request transfer/temp assign
99j. GB95099J			Big sit: Unofficial advice from someone
99k. GB95099K			Bit sit: Infomal advice--other base help
99l. GB95099L	16k. GA95016K *		Big sit: You took some other action
99l. GB9599SP	16k. GA9516SP *		Big sit: Any actions in Specify box
100a. GB95100A		17a. GC95100A *	Big sit: Reported it to my immed super
100b. GB95100B		17b. GC95100B *	Big sit: Reported it to harassers super
100c. GB95100C		17c. GC95100C *	Big sit: Reported it to chain of command
100d. GB95100D		17d. GC95100D *	Big sit: Reported it to law enforcement
100e. GB95100E	22c. GA95022C *	17e. GC95100E *	Big sit: Reported it to a special office
100f. GB95100F	22a. GA95022A *	17f. GC95100F *	Big sit: Reported it to CO
100g. GB95100G	22f. GA95022F *	17g. GC95100G *	Big sit: Reported it to IG
100h. GB95100H	22d. GA95022D *	17h. GC95100H *	Big sit: Reported it to JAG
100i. GB95100I		17i. GC95100I *	Big sit: Reported it to Congress member
100j. GB9500SP	22h. GA9522SP *	17j. GC9500SP *	Big sit: Reported elsewhere--Specify box
100j. GB95100J	22h. GA95022H *	17j. GC95100J *	Big sit: Reported it elsewhere
101a. GB95101A		18a. GC95101A *	Big sit: Harasser talked to
101b. GB95101B		18b. GC95101B *	Big sit: Compl is/was being investigated
101b. GB95101B	23g. GA95023G *		Big sit: Compl is/was being investigated
101c. GB95101C		18c. GC95101C *	Big sit: Encouraged to drop complaint
101c. GB95101C		21m. GC95107M *	Big sit: Encouraged to drop complaint
101c. GB95101C		21n. GC95107N *	Big sit: Encouraged to drop complaint
101d. GB95101D		18d. GC95101D *	Big sit: Complaint not taken serious
101e. GB95101E		18e. GC95101E *	Big sit: Supervisor hostile to me
101f. GB95101F		18f. GC95101F *	Big sit: Coworkers hostile to me
101f. GB95101F	23e. GA95023E *		Big sit: Coworkers hostile to me
101g. GB95101G		18g. GC95101G *	Big sit: Requested & reassigned
101g. GB95101G		18h. GC95101H *	Big sit: Requested & reassigned
101g. GB95101G		24f. GA95013F *	Big sit: Requested & reassigned
101g. GB95101G	4b. GA95004B *		Big sit: Requested & reassigned
101g. GB95101G	4c. GA95004C *		Big sit: Requested & reassigned
101g. GB95101G	4d. GA95004D *		Big sit: Requested & reassigned
101g. GB95101G	13f. GA95013F *		Big sit: Requested & reassigned
101g. GB95101G	19c. GA95019C *		Big sit: Requested & reassigned
101g. GB95101G	19d. GA95019D *		Big sit: Requested & reassigned
101g. GB95101G	19e. GA95019E *		Big sit: Requested & reassigned
101g. GB95101G	22g. GA95022G *		Big sit: Requested & reassigned



**Table D-2. (continued)**

Form B	Form A	Form C	Short description of item
101h. GB95101H		18g. GC95101G *	Big sit: Reassigned against my will
101h. GB95101H		18h. GC95101H *	Big sit: Reassigned against my will
101h. GB95101H		24f. GA95013F *	Big sit: Reassigned against my will
101h. GB95101H	4b. GA95004B *		Big sit: Reassigned against my will
101h. GB95101H	4c. GA95004C *		Big sit: Reassigned against my will
101h. GB95101H	4d. GA95004D *		Big sit: Reassigned against my will
101h. GB95101H	13f. GA95013F *		Big sit: Reassigned against my will
101h. GB95101H	19c. GA95019C *		Big sit: Reassigned against my will
101h. GB95101H	19d. GA95019D *		Big sit: Reassigned against my will
101h. GB95101H	19e. GA95019E *		Big sit: Reassigned against my will
101h. GB95101H	22g. GA95022G *		Big sit: Reassigned against my will
101i. GB95101I		18i. GC95101I *	Big sit: Harasser was transferred
101j. GB95101J		18j. GC95101J *	Big sit: Harasser was counseled
101k. GB9501SP		18k. GC9501SP *	Big sit: Any org act in Specify box
101k. GB95101K		18k. GC95101K *	Big sit: Other action taken by org
101l. GB95101L		18l. GC95101L *	Big sit: Dont know what action org took
101l. GB95101L	23h. GA95023H		Big sit: Dont know what action org took
101m. GB95101M		18m. GC95101M *	Big sit: Complaint--Org took no action
101m. GB95101M	19h. GA95019H *		Big sit: Complaint--Org took no action
101m. GB95101M	23f. GA95023F *		Big sit: Complaint--Org took no action
102. GB95102			Big sit: Time since 1st reported beh
103a. GB95103A			Big sit: Sat w/ info on comp report proc
103b. GB95103B			Big sit: Sat w/ trt by comp investigator
103c. GB95103C			Big sit: Sat w/ time to resolve compl
103d. GB95103D			Big sit: Sat w/ feedback during compl
103e. GB95103E			Big sit: Sat w/ explan of compl outcome
103f. GB95103F		19. GC95105 *	Big sit: Sat w/ compl process overall
104a. GB95104A		18b. GC95101B *	Big sit: Still investigating complaint
104a. GB95104A	23g. GA95023G *		Big sit: Still investigating complaint
104b. GB95104B	23a. GA95023A *		Big sit: Complaint was substantiated
104c. GB95104C	23b. GA95023B *		Big sit: Complaint was unsubstantiated
104d. GB95104D	23c. GA95023C *		Big sit: Organization corrected sit
104e. GB95104E	23d. GA95023D *		Big sit: Org punished harasser(s)
104f. GB95104F			Big sit: Org penalized complainant
104g. GB95104G		18m. GC95101M *	Big sit: Complaint--Org took no action
104g. GB95104G	19h. GA95019H *		Big sit: Complaint--Org took no action
104g. GB95104G	23f. GA95023F *		Big sit: Complaint--Org took no action
104h. GB95104H		18l. GC95101L *	Big sit: Dont know what action org took
104h. GB95104H	23h. GA95023H *		Big sit: Dont know what action org took

**Table D-2. (continued)**

Form B	Form A	Form C	Short description of item
105. GB95105			Big sit: How sat are you w/ compl outcome
106. GB95106		20. GC95106 *	Big sit: Complaint affect mil career?
107a. GB95107A		16d. GC95097D *	Big sit: No report--N/A, I reported it
107a. GB95107A		21a. GC95107A *	Big sit: No report--N/A, I reported it
107a. GB95107A	20. GA95020 *		Big sit: No report--N/A, I reported it
107b. GB95107B	21f. GA95021F *	21b. GC95107B *	Big sit: No report--Was not important
107c. GB95107C	21e. GA95021E *	21c. GC95107C *	Big sit: No report--Unsure what to do
107d. GB95107D	21a. GA95021A *	21d. GC95107D *	Big sit: No report--I took care of it
107e. GB95107E	21i. GA95021I *	21e. GC95107E *	Big sit: No report--Org not do anything
107f. GB95107F		21f. GC95107F *	Big sit: No report--Too afraid
107g. GB95107G	21h. GA95021H *	21g. GC95107G *	Big sit: No report--Too embarrassed
107h. GB95107H		21h. GC95107H *	Big sit: No report--Thought not believed
107i. GB95107I	21l. GA95021L *	21i. GC95107I *	Big sit: No report--Make work unpleasant
107j. GB95107J	21j. GA95021J *	21j. GC95107J *	Big sit: No report--Take too much time
107k. GB95107K	21b. GA95021B *	21k. GC95107K *	Big sit: No report--Indiv not at my stat
107l. GB95107L	21m. GA95021M *	21l. GC95107L *	Big sit: No report--Labeled troublemaker
107m. GB95107M		18c. GC95101C *	Big sit: No report--Peer changed my mind
107m. GB95107M		21m. GC95107M *	Big sit: No report--Peer changed my mind
107n. GB95107N		18c. GC95101C *	Big sit: No report--Supr changed my mind
107n. GB95107N		21n. GC95107N *	Big sit: No report--Supr changed my mind
107o. GB95107O	21g. GA95021G *	21o. GC95107O *	Big sit: No report--Not hurt harasser
107p. GB95107P		21p. GC95107P *	Big sit: No report--Want to fit in w/ gp
107q. GB95107Q	21c. GA95021C *	21q. GC95107Q *	Big sit: No report--Harasser unknown
107r. GB95107R	21k. GA95021K *	21r. GC95107R *	Big sit: No report--Eval/promote suffer
107s. GB95107S		21s. GC95107S *	Big sit: No report--Super is harasser
107t. GB9507SP		21t. GC9507SP *	Big sit: No report--Reason in Spec box
107t. GB95107T		21t. GC95107T *	Big sit: No report--Some other reason
108. GB95108			Big sit: Sat w/ your handling of prob
109a. GB95109A	9a. GA95009A	33a. GB95109A	Duty stat: Establish anti-SH policies
109b. GB95109B	9b. GA95009B *	33b. GB95109B	Duty stat: Thorough complaint invest
109c. GB95109C	9d. GA95009D	33c. GB95109C	Duty stat: Enforce penalty on harassers
109d. GB95109D	9c. GA95009C	33d. GB95109D	Duty stat: Enforce penalty on supers/COs
109e. GB95109E		33e. GB95109E	Duty stat: Publicize SH complain hotline
109f. GB95109F	9e. GA95009E	33f. GB95109F	Duty stat: Pub formal compl channels
109g. GB95109G	9f. GA95009F	33g. GB95109G	Duty stat: Provide counsel 2 SH victims
109h. GB95109H	9g. GA95009G *	33h. GB95109H	Duty stat: Aware trg for mil personnel
109i. GB95109I	9i. GA95009I *	33i. GB95109I	Duty stat: Estab office 4 SH complaints
109j. GB95109J	9h. GA95009H	33j. GB95109J	Duty stat: Aware trg for Cdrs/EO people

**Table D-2. (continued)**

Form B	Form A	Form C	Short description of item
110a. GB95110A	3a. GA95003A *	34a. GB95110A	Senior Service leaders try to stop SH
110b. GB95110B	3b. GA95003B *	34b. GB95110B	Senior install leaders try to stop SH
110c. GB95110C	3c. GA95003C *	34c. GB95110C	Immediate super tries to stop SH
111. GB95111			I know words/acts considered to be SH
112. GB95112			I have experienced/seen SH in unit/gp
113. GB95113		21f. GC95107F *	I feel free to report SH w/o fear
114. GB95114			I understand the SH complaint process
115. GB95115			SH of women occurs at this duty locale
116. GB95116			SH of men occurs at this duty locale
117. GB95117		34b. GB95110B	Leaders here enforce mil SH policy
117. GB95117	3c. GA95003C *		Leaders here enforce mil SH policy
118. GB95118			This duty location acts to prevent SH
119. GB95119			My Service acts to prevent SH
120. GB95120			Dont restrict women if qualified
121. GB95121			Men have unfair advantage in mil career
122. GB95122			Women have unfair advant in mil career
123. GB95123			Much SH is actually a misunderstanding
124. GB95124			Men/women: Have equal opp for promotion
125. GB95125			People here usually get away w/ SH
126. GB95126			Too much attention on SH in past years
127. GB95127			SH is not tolerated at my duty station
128. GB95128			Same-gender groups work better together
129a. GB95129A			Last yr: Trained re your Service SH policy
129b. GB95129B			Last yr: Trained re SH report procedures
129c. GB95129C			Last yr: Trained re identifying SH
129d. GB95129D			Last yr: Trained re SH vs legal/career
130. GB95130			Last yr: How much SH trg have you had
131a. GB95131A			SH trg made people aware of SH behs
131b. GB95131B			SH trg reduced/prevented SH
132. GB95132			Amt of SH now compared to few years ago
133. SRDATE	56. SRDATE	35. SRDATE	Date questionnaire was completed
V. COMMENT	Sect 4. COMMENT	V. COMMENT	Did respondent write other comments

*Note.* Table is sorted by the order of the items in the first column. Each entry in the first three columns is the item number on the survey and the variable name used in the SAS® system files. The short descriptions of the items are based on the variable labels used in the SAS® system files.

\* Indicates an item that is similar, not identical, to the item in the first column.

\*\* Indicates an item that is removed from the public-use Survey Analysis File in order to preserve respondent confidentiality.

**Table D-3.**  
***Crosswalk of Form C to Forms A and B***

Form C	Form A	Form B	Short description of item
1. SRSEX	48. SRSEX	1. SRSEX	Respondent's gender
1. XSEX	48. XSEX	1. XSEX	Constructed: gender
2. SRAGE **	49. SRAGE **	2. SRAGE **	Respondent's age
2. R_SRAGE2	49. R_SRAGE *	2. R_SRAGE *	Respondent's age - Recoded
3. SRED **	50. SRED **	3. SRED **	Respondent's educational attainment
3. R_SRED	50. R_SRED	3. R_SRED	Respondent's ed. attainment - Recoded
4. SRHISPAN **	51. SRHISPAN **	4. SRHISPAN **	Respondent of Hispanic origin
5. SRRACE **	52. SRRACE **	5. SRRACE **	Respondent's race: Picked from choices
5. SRRACESP **	52. SRRACESP **	5. SRRACESP **	Resp race: Anything in Specify box
4-5. XRACETH	51-52. XRACETH	4-5. XRACETH	Constructed: Race-ethnicity
5. XRCE	52. XRCE	5. XRCE	Constructed: Race
6. SRMARST	53. SRMARST	6. SRMARST	Respondent's marital status
7. SRSVC	54. SRSVC	7. SRSVC	Respondent's Service
7. XSVC	54. XSVC	7. XSVC	Constructed: Service
8. SRGRADE **	55. SRGRADE **	8. SRGRADE **	Respondent's paygrade
8. XPAYGRD3	55. XPAYGRD2 *	8. XPAYGRDE *	Constructed: paygrade
9. GB95038		38. GB95038	Gender of your immediate supervisor
10. GB95034		34. GB95034	# Months completed at duty location
11a. GB95071A		71a. GB95071A	Last yr: Been told offen sex jokes
11b. GB95071B		71b. GB95071B	Last yr: Whistled at in sexual way
11c. GB95071C		71c. GB95071C	Last yr: Unwelcome sex discussions
11d. GB95071D		71d. GB95071D	Last yr: Sexual remarks, pub or priv
11e. GB95071E		71e. GB95071E	Last yr: Treated different b/c your sex
11f. GB95071F		71f. GB95071F	Last yr: Remarks re body/sex acts
11g. GB95071G		71g. GB95071G	Last yr: Offensive sexual gestures
11h. GB95071H		71h. GB95071H	Last yr: Display sexist materials
11i. GB95071I		71i. GB95071I	Last yr: Offensive sexist remarks
11j. GB95071J		71j. GB95071J	Last yr: Attempts to estab sex relation
11k. GB95071K		71k. GB95071K	Last yr: Put down b/c your sex
11l. GB95071L		71l. GB95071L	Last yr: Stared at in a sexual way
11m. GB95071M		71m. GB95071M	Last yr: Harasser exposed self
11n. GB95071N		71n. GB95071N	Last yr: Ask 4 dates after you say No
11o. GB95071O		71o. GB95071O	Last yr: Imply reward if have sex
11p. GB95071P		71p. GB95071P	Last yr: Scared if not sex cooperate
11q. GB95071Q		71q. GB95071Q	Last yr: Touch made you uncomfot
11r. GB95071R		71r. GB95071R	Last yr: Unwanted attempts to kiss you
11s. GB95071S		71s. GB95071S	Last yr: Treated you bad b/c refuse sex

**Table D-3. (continued)**

Form C	Form A	Form B	Short description of item
11t. GB95071T		71t. GB95071T	Last yr: Imply faster promotion for sex
11u. GB95071U		71u. GB95071U	Last yr: Fear treated bad if no sex
11v. GB95071V		71v. GB95071V	Last yr: Offer sex2you in return4favor
11w. GB95071W		71w. GB95071W	Last yr: Try unwanted sex, no success
11x. GB95071X		71x. GB95071X	Last yr: Sex w/ you w/o your consent
11y. GB95071Y		71y. GB95071Y	Last yr: Other sex-related behavior
11y. GB9571SP		71y. GB9571SP	Last yr: Any SH behs in Specify box
11a-x. INCTYPE1		71a-x. INCTYPE1	Incident Types a-x Past Yr
11 a-d, f, g, l, m. CRDEBVR1		71 a-d, f, g, l, m. CRDEBVR1	Crude/Offensive Behaviors
11 e, h, i, k. SXSTBVR1		71 e, h, i, k. SXSTBVR1	Sexist Behaviors
11 j, n, q, r. SEXATTN1		71 j, n, q, r. SEXATTN1	Unwanted Sexual Attention
11 o, p, s-v. SEXCOER1		71 o, p, s-v. SEXCOER1	Sexual Coercion
11 w, x. SEXASSA1		71 w, x. SEXASSA1	Sexual Assault
12. GB95072	8. GA95008 *	72. GB95072	Last yr: Classify any above behs as SH
13. GC95075	13h. GA95013H *		Last yr: Occur at work/elsewhere
13. GC95075		75. GB95075 *	Last yr: Occur at work/elsewhere
14. GC95076		76. GB95076 *	Last yr: Occur during duty hours
15a. GC95085A		85a. GB95085A *	Last yr: Occur during trg-related assign
15b. GC95085B		85b. GB95085B *	Last yr: Occur while serve aboard ship
15c. GC95085C		85c. GB95085C *	Last yr: MOS rarely held by your gender
15d. GC95085D		85d. GB95085D *	Last yr: Gender rare in work envir
16a. GC95097A		97a. GB95097A *	Last yr: I sought medical attention
16a. GC95097A	32. GA95032 *		Last yr: I sought medical attention
16b. GC95097B	33k. GA95033K *	97b. GB95097B *	Last yr: I sought religious counseling
16c. GC95097C		97c. GB95097C *	Last yr: I sought psych counsel
16c. GC95097C	32. GA95032 *		Last yr: I sought psych counsel
16d. GC95097D		97d. GB95097D *	Last yr: I filed formal complaint
16d. GC95097D	20. GA95020 *		Last yr: I filed formal complaint
16d. GC95097D		107a. GB95107A *	Last yr: I filed formal complaint
16e. GC95097E		97e. GB95097E *	Last yr: I thought about leaving mil
16e. GC95097E	4b. GA95004B *		Last yr: I thought about leaving mil
16e. GC95097E	4e. GA95004E *		Last yr: I thought about leaving mil
16e. GC95097E	4f. GA95004F *		Last yr: I thought about leaving mil
16e. GC95097E	13g. GA95013G *		Last yr: I thought about leaving mil
17a. GC95100A		100a. GB95100A *	Last yr: Reported it to my immed super
17b. GC95100B		100b. GB95100B *	Last yr: Reported it to harassers super
17c. GC95100C		100c. GB95100C *	Last yr: Reported it to chain of command

**Table D-3. (continued)**

Form C	Form A	Form B	Short description of item
17d. GC95100D		100d. GB95100D *	Last yr: Reported it to law enforcement
17e. GC95100E	22c. GA95022C *	100e. GB95100E *	Last yr: Reported it to a special office
17f. GC95100F	22a. GA95022A *	100f. GB95100F *	Last yr: Reported it to CO
17g. GC95100G	22f. GA95022F *	100g. GB95100G *	Last yr: Reported it to IG
17h. GC95100H	22d. GA95022D *	100h. GB95100H *	Last yr: Reported it to JAG
17i. GC95100I		100i. GB95100I *	Last yr: Reported it to Congress member
17j. GC9500SP	22h. GA9522SP *	100j. GB9500SP *	Last yr: Reported elsewhere--Specify box
17j. GC95100J	22h. GA95022H *	100j. GB95100J *	Last yr: Reported it elsewhere
18a. GC95101A		101a. GB95101A *	Last yr: Harasser talked to
18b. GC95101B		101b. GB95101B *	Last yr: Compl is/was being investigated
18b. GC95101B		104a. GB95104A *	Last yr: Compl is/was being investigated
18b. GC95101B	23g. GA95023G *		Last yr: Compl is/was being investigated
18c. GC95101C		101c. GB95101C *	Last yr: Encouraged to drop complaint
18c. GC95101C		107m. GB95107M *	Last yr: Encouraged to drop complaint
18c. GC95101C		107n. GB95107N *	Last yr: Encouraged to drop complaint
18d. GC95101D		101d. GB95101D *	Last yr: Complaint not taken serious
18e. GC95101E		101e. GB95101E *	Last yr: Supervisor hostile to me
18e. GC95101E		93. GB95093 *	Last yr: Supervisor hostile to me
18f. GC95101F		101f. GB95101F *	Last yr: Coworkers hostile to me
18f. GC95101F	23e. GA95023E *		Last yr: Co-workers hostile to me
18f. GC95101F		93. GB95093 *	Last yr: Co-workers hostile to me
18g. GC95018G		99i. GB95099I *	Last yr: Requested & reassigned
18g. GC95101G		101g. GB95101G *	Last yr: Requested & reassigned
18g. GC95101G		101h. GB95101H *	Last yr: Requested & reassigned
18g. GC95101G	4b. GA95004B *		Last yr: Requested & reassigned
18g. GC95101G	4c. GA95004C *		Last yr: Requested & reassigned
18g. GC95101G	4d. GA95004D *		Last yr: Requested & reassigned
18g. GC95101G	13f. GA95013F *		Last yr: Requested & reassigned
18g. GC95101G	19c. GA95019C *		Last yr: Requested & reassigned
18g. GC95101G	19d. GA95019D *		Last yr: Requested & reassigned
18g. GC95101G	19e. GA95019E *		Last yr: Requested & reassigned
18g. GC95101G	22g. GA95022G *		Last yr: Requested & reassigned
18h. GC95018H		99i. GB95099I *	Last yr: Reassigned against my will
18h. GC95101H		101g. GB95101G *	Last yr: Reassigned against my will
18h. GC95101H		101h. GB95101H *	Last yr: Reassigned against my will
18h. GC95101H	4b. GA95004B *		Last yr: Reassigned against my will
18h. GC95101H	4c. GA95004C *		Last yr: Reassigned against my will
18h. GC95101H	4d. GA95004D *		Last yr: Reassigned against my will
18h. GC95101H	13f. GA95013F *		Last yr: Reassigned against my will

**Table D-3. (continued)**

Form C	Form A	Form B	Short description of item
18h. GC95101H	19c. GA95019C *		Last yr: Reassigned against my will
18h. GC95101H	19d. GA95019D *		Last yr: Reassigned against my will
18h. GC95101H	19e. GA95019E *		Last yr: Reassigned against my will
18h. GC95101H	22g. GA95022G *		Last yr: Reassigned against my will
18i. GC95101I		101i. GB95101I *	Last yr: Harasser was transferred
18j. GC95101J		101j. GB95101J *	Last yr: Harasser was counseled
18k. GC9501SP		101k. GB9501SP *	Last yr: Any org act in Specify box
18k. GC95101K		101k. GB95101K *	Last yr: Other action taken by org
18l. GC95101L		101l. GB95101L *	Last yr: Dont know what action org took
18l. GC95101L		104h. GB95104H *	Last yr: Dont know what action org took
18l. GC95101L	23h. GA95023H *		Last yr: Dont know what action org took
18m. GC95101M	19h. GA95019H *		Last yr: No action taken
18m. GC95101M		101m. GB95101M *	Last yr: No action taken
18m. GC95101M		104g. GB95104G *	Last yr: No action taken
18m. GC95101M	23f. GA95023F *		Last yr: No action taken
19. GC95105		103f. GB95103F *	Last yr: Sat w/ compl process overall
20. GC95106		106. GB95106 *	Last yr: Complaint affect mil career?
21a. GC95107A		107a. GB95107A *	Last yr: No report--N/A, I reported
21a. GC95107A	20. GA95020 *		Last yr: No report--N/A, I reported
21a. GC95107A		97d. GB95097D *	Last yr: No report--N/A, I reported
21b. GC95107B	21f. GA95021F *	107b. GB95107B *	Last yr: No report--Was not important
21c. GC95107C	21e. GA95021E *	107c. GB95107C *	Last yr: No report--Unsure what to do
21d. GC95107D	21a. GA95021A *	107d. GB95107D *	Last yr: No report--I took care of it
21e. GC95107E	21i. GA95021I *	107e. GB95107E *	Last yr: No report--Org not do anything
21f. GC95107F		107f. GB95107F *	Last yr: No report--Too afraid
21f. GC95107F		113. GB95113 *	Last yr: No report--Too afraid
21g. GC95107G	21h. GA95021H *	107g. GB95107G *	Last yr: No report--Too embarrassed
21h. GC95107H		107h. GB95107H *	Last yr: No report--Thought not believed
21i. GC95107I	21l. GA95021L *	107i. GB95107I *	Last yr: No report--Make work unpleasant
21j. GC95107J	21j. GA95021J *	107j. GB95107J *	Last yr: No report--Take too much time
21k. GC95107K	21b. GA95021B *	107k. GB95107K *	Last yr: No report--Indiv not at my stat
21l. GC95107L	21m. GA95021M *	107l. GB95107L *	Last yr: No report--Labeled troublemaker
21m. GC95107M		107m. GB95107M *	Last yr: No report--Peer changed my mind
21m. GC95107M		101c. GB95101C *	Last yr: No report--Peer changed my mind
21n. GC95107N		107n. GB95107N *	Last yr: No report--Supr changed my mind
21n. GC95107N		101c. GB95101C *	Last yr: No report--Supr changed my mind
21o. GC95107O	21g. GA95021G *	107o. GB95107O *	Last yr: No report--Not hurt harasser
21p. GC95107P		107p. GB95107P *	Last yr: No report--Want to fit in w/ gp

**Table D-3. (continued)**

Form C	Form A	Form B	Short description of item
21q. GC95107Q	21c. GA95021C *	107q. GB95107Q *	Last yr: No report--Harasser unknown
21r. GC95107R	21k. GA95021K *	107r. GB95107R *	Last yr: No report--Eval/promote suffer
21s. GC95107S		107s. GB95107S *	Last yr: No report--Super is harasser
21t. GC9507SP		107t. GB9507SP *	Last yr: No report--Reason in Spec box
21t. GC95107T		107t. GB95107T *	Last yr: No report--Some other reason
22a. GA95011A	11a. GA95011A		Ever: Actual or attempted rape?
22b. GA95011B	11b. GA95011B		Ever: Pressure for sex favors?
22c. GA95011C	11c. GA95011C		Ever: Sexually touch, lean, corner?
22d. GA95011D	11d. GA95011D		Ever: Sexual looks/gestures?
22e. GA95011E	11e. GA95011E		Ever: Sex materials/calls/letters?
22f. GA95011F	11f. GA95011F		Ever: Pressure for dates?
22g. GA95011G	11g. GA95011G		Ever: Sex teasing/remarks/jokes?
22h. GA95011H	11h. GA95011H		Ever: Sex calls/hoots/whistles?
22i. GA95011I	11i. GA95011I		Ever: Proposal to partic sex acts?
22j. GA95011J	11j. GA95011J		Ever: Other sexual attention?
22j. GA9511SP	11j. GA9511SP		Ever: Anything in Specify box?
22k. GA95011K	11k. GA95011K		Ever: Never got unwanted sex attn.
23a. GA95012A	12a. GA95012A		Last yr: Actual or attempted rape?
23b. GA95012B	12b. GA95012B		Last yr: Pressure for sex favors?
23c. GA95012C	12c. GA95012C		Last yr: Sexually touch, lean, corner?
23d. GA95012D	12d. GA95012D		Last yr: Sexual looks/gestures?
23e. GA95012E	12e. GA95012E		Last yr: Sex materials/calls/letters?
23f. GA95012F	12f. GA95012F		Last yr: Pressure for dates?
23g. GA95012G	12g. GA95012G		Last yr: Sex teasing/remarks/jokes?
23h. GA95012H	12h. GA95012H		Last yr: Sex calls/hoots/whistles?
23i. GA95012I	12i. GA95012I		Last yr: Proposal to partic sex acts?
23j. GA95012J	12j. GA95012J		Last yr: Other sexual attention?
23j. GA9512SP	12j. GA9512SP		Last yr: Anything in Specify box?
23k. GA95012K	12k. GA95012K		Last yr: Never got unwanted sex attn.
23a-j. INCTYP_C	12a-j. INCTYP_C		Incident Types a-j Past Yr (Form C)
24a. GA95013A	13a. GA95013A		Big sit: This was only experience.
24b. GA95013B	13b. GA95013B		Big sit: This was most recent exper.
24c. GA95013C	13c. GA95013C	83. GB95083 *	Big sit: This exper still continuing
24d. GA95013D	13d. GA95013D		Big sit: Exper damaged my career.
24e. GA95013E	13e. GA95013E		Big sit: Lost friends b/c this exper.
24f. GA95013F		99i. GB95099I *	Big sit: Caused me to transfer
24f. GA95013F	4b. GA95004B *		Big sit: Caused me to transfer
24f. GA95013F		101g. GB95101G *	Big sit: Caused me to transfer
24f. GA95013F		101h. GB95101H *	Big sit: Caused me to transfer



**Table D-3. (continued)**

Form C	Form A	Form B	Short description of item
24f. GA95013F	4c. GA95004C *		Big sit: Caused me to transfer
24f. GA95013F	4d. GA95004D *		Big sit: Caused me to transfer
24f. GA95013F	13f. GA95013F		Big sit: Caused me to transfer
24f. GA95013F	19c. GA95019C *		Big sit: Caused me to transfer
24f. GA95013F	19d. GA95019D *		Big sit: Caused me to transfer
24f. GA95013F	19e. GA95019E *		Big sit: Caused me to transfer
24f. GA95013F	22g. GA95022G *		Big sit: Caused me to transfer
24g. GA95013G		97e. GB95097E *	Big sit: I may leave Service b/c exper.
24g. GA95013G	4b. GA95004B *		Big sit: I may leave Service b/c exper.
24g. GA95013G	4f. GA95004F *		Big sit: I may leave Service b/c exper.
24g. GA95013G	13g. GA95013G		Big sit: I may leave Service b/c exper.
24g. GA95013G	4e. GA95004E *		Big sit: I may leave Service b/c exper.
24h. GA95013H		75. GB95075 *	Big sit: Not only occur at work
24h. GA95013H	13h. GA95013H		Big sit: Not only occur at work
25. GA95014		87. GB95087 *	Big sit: Occur during TDY/TAD
25. GA95014		88. GB95088 *	Big sit: Occur during TDY/TAD
25. GA95014	14. GA95014		Big sit: Occur during TDY/TAD?
26. GA95017	17. GA95017	82. GB95082 *	Big sit: How long did it last
27a. GA95027A	27a. GA95027A	78a. GB95078A	Big sit: Caused by immed mil super
27b. GA95027B	27b. GA95027B	78b. GB95078B	Big sit: Caused by immed civ super
27c. GA95027C	27c. GA95027C	78c. GB95078C	Big sit: Caused by Unit commander
27d. GA95027D	27d. GA95027D	78d. GB95078D	Big sit: Caused by mil of higher rank
27e. GA95027E	27e. GA95027E	78f. GB95078F	Big sit: Caused by mil coworker(s)
27f. GA95027F	27f. GA95027F	78g. GB95078G	Big sit: Caused by civ coworker(s)
27g. GA95027G	27g. GA95027G	78h. GB95078H	Big sit: Caused by mil subordinate(s)
27h. GA95027H	27h. GA95027H	78i. GB95078I	Big sit: Caused by civ subordinate(s)
27i. GA95027I	27i. GA95027I	78l. GB95078L *	Big sit: Caused by other mil personnel
27j. GA95027J	27j. GA95027J	78m. GB95078M *	Big sit: Caused by other civ personnel
27k. GA95027K	27k. GA95027K	78n. GB95078N	Big sit: Caused by others/unknown
28a. GA95029A	29a. GA95029A	80. GB95080 *	Big sit: Gender of harasser(s)
28b. GA95029C	29c. GA95029C	79. GB95079 *	Big sit: Race/ethnic of harasser(s)
29. GA95037	37. GA95037		Big sit: Gender mix of work group
30. GA95038	38. GA95038	86. GB95086	Big sit: Gender of super
31. GA95039	39. GA95039		Big sit: 1st of your sex in this work
32. GA95044	44. GA95044		Big sit: Your marital status then
33a. GB95109A	9a. GA95009A	109a. GB95109A	Duty stat: Establish anti-SH policies
33b. GB95109B	9b. GA95009B *	109b. GB95109B	Duty stat: Thorough complaint invest
33c. GB95109C	9d. GA95009D	109c. GB95109C	Duty stat: Enforce penalty on harassers
33d. GB95109D	9c. GA95009C	109d. GB95109D	Duty stat: Enforce penalty on supers/COs

**Table D-3. (continued)**

Form C	Form A	Form B	Short description of item
33e. GB95109E		109e. GB95109E	Duty stat: Publicize SH complain hotline
33f. GB95109F	9e. GA95009E	109f. GB95109F	Duty stat: Pub formal compl channels
33g. GB95109G	9f. GA95009F	109g. GB95109G	Duty stat: Provide counsel 2 SH victims
33h. GB95109H	9g. GA95009G *	109h. GB95109H	Duty stat: Aware trg for mil personnel
33i. GB95109I	9i. GA95009I *	109i. GB95109I	Duty stat: Estab office 4 SH complaints
33j. GB95109J	9h. GA95009H	109j. GB95109J	Duty stat: Aware trg for Cdrs/EO people
34a. GB95110A	3a. GA95003A *	110a. GB95110A	Senior Service leaders try to stop SH
34b. GB95110B	3b. GA95003B *	110b. GB95110B	Senior install leaders try to stop SH
34b. GB95110B		117. GB95117	Senior install leaders try to stop SH
34c. GB95110C	3c. GA95003C *	110c. GB95110C	Immediate super tries to stop SH
35. SRDATE	56. SRDATE	133. SRDATE	Date questionnaire was completed
V. COMMENT	Sect 4. COMMENT	V. COMMENT	Did respondent write other comments

*Note.* Table is sorted by the order of the items in the first column. Each entry in the first three columns is the item number on the survey and the variable name used in the SAS® system files. The short descriptions of the items are based on the variable labels used in the SAS® system files.

\* Indicates an item that is similar, not identical, to the item in the first column.

\*\* Indicates an item that is removed from the public-use Survey Analysis File in order to preserve respondent confidentiality.

## **Appendix E**

### **Coding Scheme for the *Status of the Armed Forces Surveys: 1995 Forms A-C***

## **Appendix E**

### **Coding Scheme for the**

### ***Status of the Armed Forces Surveys: 1995 Forms A-C***

The guiding premise of coding this and other DMDC surveys is that the analysts creating the dataset will not be the only ones analyzing the data. This premise is historical fact for DMDC since DMDC rarely collects data only for immediate use or to answer one question. DMDC datasets are analyzed repeatedly over time by different people at both DMDC and other organizations (governmental and private). Care is taken in organizing and documenting DMDC surveys so that secondary analysts can use the data and be reasonably certain that they understand how the data are coded and the limitations of the data. This appendix describes (a) variable naming conventions, (b) how data are captured from the survey instruments, and (c) the edit process to create survey response variables for the analysis files.

#### ***Variable Naming***

In responding to a customer's request for information, DMDC often uses multiple data sources. Information on a particular topic could be obtained from different surveys or from a survey that has been repeated over a number of years. For example, a customer might be interested in sexual harassment responses that were provided on a single form in 1988 and on all three surveys in 1995. Conventions discussed below are being used as a means for facilitating such analyses.

#### ***Non-survey-derived Variables***

Variables names for non-survey-derived variables tend to be character strings that aid in remembering the meaning of the variable. Two important conventions were used in naming variables.

- A variable name from DMDC record files was used only if the data, values, and value-labels were identical to those from an official DMDC data file. When data were added to an analysis file unchanged from record data, the same variable name, values, and value labels were used. For example, "SVC" is a field in the ADMF and RCCPDS that indicates the member's Service; since the variable in the survey data file is identical to that in the record data from the month that the sample was drawn, the same variable name and labels were used. In contrast, the constructed variable RSERVICE was given a variable name that is not used in the official records so as not to confuse analysts who work routinely with record data.
- Beginning a variable name with "X" indicates that it is a special crossing (marginal) variable for key analyses. "X" variables typically involve using record data to impute values for missing data in survey items. "X" variables may also be used to mask data. In such cases, collapsing or recoding to missing is performed in order to preserve confidentiality of respondents. (See Appendix J for the programming that was used to compute "X" variables.)

## Survey-derived Variables

Identical demographic items are used across many DMDC surveys. Each time that these items are used, identical variable names and values are used. The variable names for this group of demographic items start with SR (mnemonic for self-reported or survey-reported). In the present set of surveys, the following items fall into this category: SRSEX, SRAGE, SRED, SRHISPAN, SRRACE, SRRACESP, SRMARST, SRSVC, and SRGRADE. Two other variables: SRDATE (see p. 14 of *Form A*, p. 15 of *Form B*, and p. 11 of *Form C*) and COMMENT (see p. 15 of *Form A*, p. 16 of *Form B*, and p. 12 of *Form C*), are also found across multiple DMDC surveys.

Variable names for items that are not standardized across DMDC surveys start with 1 or 2 letters to represent the survey, followed by 2 digits to represent the year that data are gathered, and end with 4 numbers/letters corresponding to the questionnaire item. Because of how sorting is done, leading zeros are used so that items are ordered from "001" through "999". Typically, the last of the 4 item-number digits is blank or contains a letter representing one of the sub-items within the question. (Exceptions are sometimes necessary. For example, variables GB9533A1 through GB9533B3 follow GB95032 and precede GB95034 in the gender/sexual harassment surveys. In this case, the exceptions were caused by item "033" having an "A" and a "B" section and each section having multiple sub-items.) The basic naming conventions are implemented as follows for *Forms A-C*:

- The first digit is "G" to indicate that the data come from the gender/sexual harassment surveys. Recoded variables are named for the basic survey item and have an "R\_" or at least an "R" inserted in front of the base-variable name to indicate that it is a recoded variable.
- The second digit tells the survey form (*A*, *B*, or *C*) on which the item first appeared. Most variable names start with "GA" or "GB" to indicate that an item appeared first on *Form A* or *B*, respectively. Few items start with "GC" because few items in *Form C* are not identical to an item in *Form A* or *B*.
- The third and fourth digits of the variable names are "95" to indicate that these data come from surveys administered in 1995.
- For *Forms A* and *B*, the fifth through eighth digits of the variable name represent the item number (as previously described). For *Form C* items that are identical to items in another form, the variable name is identical to the variable name in the other form. For the few "GC95xxxx" items, each is based on an item in *Form B*<sup>6</sup>, and the question number part of the variable name cross-references the *Form B* item number, not the item number in *Form C*.
- Specify flags (variables whose names end in a "SP") document whether information has been written in a specify box. For example, if respondents to *Form B* indicated on Question 71y that they experienced some other sex-related behavior, they were directed to specify what

---

<sup>6</sup> The difference between the items is that *Form B* references the "situation with the greatest impact" during the past year and *Form C* references "all behaviors" in the past year.

they experienced. GB9571SP is a flag variable that indicates whether text was entered in the write-in area. Specify flag variables are based on scanning the area of the survey for pencil marks. These variables are subject to scan errors because the scanner occasionally detects black print from the reverse side of the page.

### ***Value Coding and Formats***

Datasets were prepared as SAS® system files; OS or flat files were then prepared from the SAS® system files. This section describes how values were treated in creating the SAS® system files and notes any differences in the flat file.

In the SAS® system files, variables were declared as numeric unless they contain true alphabetic characters. Although numeric variables can take more storage space, many statistical and logical operations can only be done with variables that are declared as numeric. Values for alphabetic variables were input with \$CHARww. formats to preserve leading, embedded, and trailing blanks.

### ***Raw-Data Encoding Process***

The first step in creating the SAS® system files involved the scanning of the surveys and resolution of problems based on visual inspection of problem surveys. All returned surveys were optically scanned to create raw data files containing "0" and "1" coding for every unmarked and marked scannable space on the survey. Problems often arise from grid items (e.g., years of service). Data editors attempted to resolve every grid problem (no scanned response, an incomplete response, or multiple responses) by visually inspecting the surveys and manually verifying the data.

Survey responses were then edited for the analysis files in three coding steps.

1. Survey-derived variables for each item in the survey were created from the raw data. Each variable was coded with (a) valid response option values (shown in the coding annotations on the survey forms in Appendices A-C) or (b) missing data value codes (discussed below).
2. Specify flag variables were created, and codes were assigned to indicate if respondents wrote-in responses according to the direction for items with fill-in boxes.
3. Skip patterns were evaluated, and codes were assigned to variables for items initiating skips. The codes for items initiating skips indicate if respondents failed to complete the skip pattern correctly. Other codes for valid skips were assigned to variables within skip patterns using a "forward coding" process.

In the first coding step, each item is evaluated individually, and codes are assigned according to only what is marked in that item. These codes are based on the position of mark(s) in only one item and are found on the annotated forms in Appendices A-C. In the coding

sequence outlined above, coding in the second and third steps build on prior steps and usually involve values in multiple items to resolve edits.

The next sections discuss the assignment of missing value codes, the special treatment of date variables, and the editing of skip patterns during steps 2 and 3.

### **Missing Data Codes**

The codes presented in Table E-1 are general missing data codes that have been adopted recently for use on all DMDC surveys. This table has separate columns for values used for SAS® system files and the flat files. The biggest difference between the flat files and SAS® system files is in the treatment of missing values. The flat file codes differ from the SAS® codes because SAS® implements special missing codes and formats that may not be compatible with other statistical analysis software such as SPSS®. SAS® can represent up to 27 missing data values for numeric variables as either a period or a period-letter combination. While SAS® can read alphas representing missing data in a raw data field declared to be numeric, other programs such as SPSS® do not accept alpha characters in numeric fields. Missing numeric data are represented in the flat files by negative numbers that can be declared as missing values. For example, a multiple-response error in flat files is coded as a “-8”, which can be declared as a missing value when the data are input in SPSS®—In the SAS® file, the value “.A” is used to represent a multiple response error.

Many types of missing data are common to scannable surveys and are self-explanatory. In general, missing data are coded as “-9” (SAS®: .) when respondents *invalidly* skip the item; and multiple response errors are coded as “-8” (SAS®: .A). Incompletely gridded responses that could not be resolved by visual inspection are coded as “-4” (SAS®: .I). Out of range responses in grids (e.g., a current age less than minimum entry age for the military) are coded as “-7” (SAS®: .O).

For a *single item* that contains a response alternative of “Not applicable”, a missing data code of “-6” (SAS®: .N) is typically used. When *multiple items* can be affected by a skip pattern or when item(s) have *multiple ways* to be not applicable, specific codes are used. This type of coding is discussed later in the section entitled “Skip Pattern Coding”. That later section also explains using the code “-2” (SAS®: .M) to denote implied continuations.

Multiple survey forms are sometimes used in a single effort, and the data from all the related forms may be combined into a single dataset for analysis. In a combined dataset, a code of “-5” (SAS®: .F) indicates missing data for variables not on the form completed by a respondent. This code is not used on the analysis files for the separate survey forms.

Records are included in the Survey Analysis Files for sampled members who are known to be ineligible, regardless of whether or not they returned a survey. If an ineligible member did not return a survey or returned a blank survey, every survey variable is assigned a value of “-1” (SAS®: .B). This code is also used for survey variables for nonrespondents in the methods analysis files and for blank surveys in the duplicates files.

**Table E-1.**  
**Basic SAS® and Flat File Missing Data Codes**

SAS®		Flat File		Description
Numeric	Alpha	Numeric	Alpha	
.	.	-9	.	<i>No response (invalid skip)</i>
.A	.A	-8	.A	<i>Multiple response error</i>
.O	.O	-7	.O	<i>Out-of-range error</i>
.N	.N	-6	.N	<i>Not applicable (valid skip)</i>
.F	.F	-5	.F	<i>Variable not on survey form.</i> This value is suggested when combining data from different forms.
.I	.I	-4	.I	<i>Incomplete grid error</i>
.G	.G	-3	.G	<i>No match on official records.</i> Rare code for master file variables when surveys could not be matched back to the sample file or where no match was found on some official records such as DEERS.
.M	.M	-2	.M	<i>Implied continuation.</i> Respondent's answer to this item is inconsistent with his/her answering items in a skip pattern started with this item.
.B	.B	-1	.B	<i>Blank/no survey.</i> This filler value is used for survey variables when either a blank survey is returned or no survey is returned.
98	NS	98	NS	Not sure*
99		99		Don't know or Other*

*Notes.* \*Use of "Don't know" or "Not sure" as a response is not exactly missing data. It is, however, given special treatment because it lacks precision and is sometimes excluded when calculating percentages. If an analyst decides to exclude this response when calculating percentages, the value should be recoded as missing; in SAS® datasets the value .D is suggested for use.



In very rare cases, a match might not be able to be made to official records. For example, some records might not have been found in the DEERS system for members sampled from the ADMF. In other cases, a duplicate survey might be returned that was marked as being completed by someone other than the member to whom it was sent. In such cases, a value of “-3” (SAS®: .G) would be assigned to the official record variables; this code indicates that the survey could not be matched back to the sample file or to other official records.

Special codes are also used for certain responses that are not missing data but do lack precision. A code of “98” is used for a response of “Not sure”, while “99” is used for responses of “Don’t know” or “Other”.

### **Date Codes for Missing Data**

Exact dates were formatted YYYYMMDD<sup>7</sup> (SAS® input format YYMMDD8.) in anticipation of the turn of the century. Because SAS® stores dates as the number of days from a standard date of 1 January 1960, special dates have to be used to indicate specific types of missing or error data (see Table E-2). The column headed YYYYMMDD shows how special missing data values for SRDATE are formatted in the flat file for this survey.<sup>8</sup> When SAS® reads a date value from a flat file, it stores that date as the value in the column headed “Value read from input.” SAS® “if-then” statements were used to recode those values to the special missing value codes in the first column of Table E-2.

**Table E-2.**  
**SAS® and Flat File Missing Data Codes for Dates**

SAS®		Flat File		Description
Recoded value	Value read from input	YYYYMMDD	MONYYYY	
.	-54908	18090901	SEP1809	<i>No response (invalid skip)</i>
.A	-55304	18080801	AUG1808	<i>Multiple response error</i>
.O	-55701	18070701	JUL1807	<i>Out-of-range error</i>
.N	-56096	18060601	JUN1806	<i>Not applicable (valid skip)</i>
.F	-56492	18050501	MAY1805	<i>Variable not on survey form</i>
.I	-56887	18040401	APR1804	<i>Incomplete grid error</i>
.B	-58073	18010101	JAN1801	<i>Blank/no survey</i>

<sup>7</sup> Similarly, dates given as months and years would be formatted as MONYYYY (e.g., AUG1993). When input by SAS® format MONYY7., month/year dates are stored as if they specified the first day of the month.

<sup>8</sup> While there are no variables in this survey where only a month and year are entered, the column MMMYYYY is included in this table to illustrate how the coding works for this type of variable in other surveys.

## Skip Pattern Coding

A single item might have multiple codes for not applicable—each uniquely identified with a separate reason. Special not-applicable codes for the gender/sexual harassment surveys are given in Table E-3. Different reasons for an item being not applicable have been preserved by distinct codes. Data analysts might want to recode or reformat special value codes for different types of missing or not-applicable data. The analysts might then use these transformed data to tabulate percentages that represent only respondents to whom the question applied. Some not-applicable reasons might be considered valid in calculating percentages, while others might not.

“Backward”<sup>9</sup> coding was used to assign the not-applicable codes from Table E-3 to indicate when a respondent skipped a series of items. The backward coding was based on the consistency or inconsistency of a respondent’s answer to the *first* item in a series of related items. The rules followed in editing the skip patterns are included in the coding notes in Table E-4.

Table E-4 provides specific coding notes for items involving skip patterns or other non-obvious coding. The number of the coding note is keyed to the text written on the survey forms contained in Appendices A through C. Annotations on the survey forms also provide specific numeric codes used for survey responses that are not specified in Tables E-1 through E-4.

Generally, if the answer to the first item in a skip pattern indicated that the remaining items in the pattern should be skipped but the respondent answered the other skip-pattern items, the answer to the first item was coded “-2” (SAS®: .M), “Implied continuation”. This coding allows the data to be preserved for the remaining items in the skip pattern. It is then up to the data analyst to investigate the data pattern and decide how to recode the answer for the first item. Also, the analyst must decide whether to accept the data for the remaining skip-pattern items or recode the data to “-6” (SAS®: .N), “Not applicable (valid skip)”. Appendix I shows how Bastian et al. (1996) handled variables with multiple not-applicable codes.

Mark-all-that-apply questions were treated as if they were a series of yes/no items. Each item in the series is treated as an individual variable with codes of “1” for “Marked” and “0” for “Not marked”—similar to codes of “1” for “Yes” and “0” for “No”. Such items occasionally have a response option (e.g., “None of the above”) or other ways to indicate that all other response options are not applicable. Such items are treated as if they contained a skip pattern. That is, if the “None of the above” or “Not applicable” response is marked and any other response is marked, then the “None of the above” or “Not applicable” response is re-coded as “-2” (SAS®: .M), “Implied continuation.” The other answers are coded as marked/not marked.

---

<sup>9</sup> In contrast to backward coding, forward coding accepts the data (as marked) on the starting question, and all data for the remaining items are ignored. Furthermore, answers to all subsequent items in the forward-coded skip pattern are stored irretrievably as “-6” (SAS®: .N), “Not applicable (valid skip)”. Given these limitations of forward coding, backward coding was used unless a respondent *only* marked not-applicable alternatives within the skip pattern. In such case, it was assumed that the respondent went on to read the items within the skip pattern and “helped” by continuing to mark not applicable when there was no need to do so.

**Table E-3.**  
***Special Not Applicable Codes for SAFS Forms A-C***

Codes	Description
60	Not applicable—Used when NA's might be counted as valid responses.
61	Doesn't apply—I marked "Never" to every item on incidences (GB95071A through GB95071Y).
62	Person marked a frequency greater than "Never" for one or more items on incidences (GB95071A through GB95071Y) but marked "Doesn't apply—I marked 'Never' to every item in GB95071A through GB95071Y" for item GB95072.
63	Does not apply—I did NOT report the behavior to someone specified in GB95100A through GB95100J.
64	Does not apply—I DID report the behavior to someone specified in GB95100A through GB95100J.
65	Not applicable—The action is still being processed.
66	Doesn't apply—I haven't received any training.
67	Doesn't apply—Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
68	Doesn't apply—Respondent filed a formal action.
69	Doesn't apply—Respondent didn't file a formal action.
70	Doesn't apply—No one else in the unit knew.
71	Doesn't apply—Productivity was not affected, or respondent didn't know/couldn't judge affect.
72	Doesn't apply—Unwanted, uninvited sexual attention occurred in CONUS or at sea.
73	Doesn't apply—Unwanted, uninvited sexual attention occurred overseas or at sea.
74	Doesn't apply—Respondent received unwanted, uninvited sexual attention only once during the last 12 months

**Table E-4.**  
**Coding Notes**

Note	Coding instructions and codebook specifications
1	<p><b>SRAGE, R_SRAGE, R_SRAGE2</b></p> <p>Values of 16 and less are recoded as -7 (out-of-range error) since a person must be at least 17 years of age to enter the military.</p> <p><i>Codebook page for SRAGE should note:</i> A -7 (OUT-OF-RANGE ERROR) WAS ASSIGNED FOR RESPONDENTS REPORTING AN AGE LESS THAN 17. RESPONSES WERE NOT CHECKED FOR VALID VALUES AT THE UPPER END OF THE RANGE.</p> <p>SRAGE is available only on the Methods Analysis Files. R_SRAGE and R_SRAGE2 on the Survey Analysis Files was created by collapsing the two ends of the distribution.</p>
2	<p><b>SRRACE, SRRACESP, XRCE, XRACETH</b></p> <p>SRRACE is a regular "mark-one-response" item that is coded:</p> <ul style="list-style-type: none"> <li>1 to 5 depending upon the response that is marked, or</li> <li>-9 (No response, invalid skip) if no response is marked, or</li> <li>-8 (Multiple response error) if more than one of the 5 bubbles is marked.</li> </ul> <p><i>Codebook page for SRRACE should note:</i> CODING REPRESENTS WHAT WAS REPORTED IN THE FIVE OPTION BOXES WITHOUT CONSIDERATION OF ANYTHING WRITTEN IN THE "PLEASE SPECIFY BELOW" BOX.</p> <p>SRRACESP is coded:</p> <ul style="list-style-type: none"> <li>1 (Text entered) if the scanner detects something written in the specify box and SRRACE equals 5, or</li> <li>0 (No text entered) if the scanner detects nothing written in the specify box and SRRACE equals 5, or</li> <li>-2 (Implied continuation) if the scanner detects something written in the specify box and SRRACE is NOT equal to 5, or</li> <li>-6 (Not applicable, valid skip) if the scanner detects nothing written in the specify box and SRRACE is NOT equal to 5.</li> </ul> <p><i>Codebook page for SRRACESP should note:</i> CODING REPRESENTS WHETHER PERSON ENTERED ANYTHING IN THE "PLEASE SPECIFY BELOW" BOX FOR OTHER RACE.</p> <p>SRRACE and SRRACESP are available only on the Methods Analysis Files. XRCE and XRACETH on the Survey Analysis Files are based on SRRACE and SRHISPAN with missing values imputed from record data. Appendix J details the construction.</p>

3      **GB95009, GB9509FL**

*Codebook page for GB95009 should note:*

THIS FIELD IS NOT CHECKED FOR UNLIKELY VALUES; ENTRIES UP TO 49 YEARS ARE ACCEPTED. NOTE, THE MASTER FILE VARIABLE "TAFMS" (WHICH IS CALCULATED IN MONTHS) IS EDITED SUCH THAT VALUES OVER 35 YEARS AND LESS THAN OR EQUAL TO 40 YEARS ARE RECODED TO 35 YEARS WHILE VALUES OVER 40 YEARS ARE RECODED TO MISSING.

*Codebook page for GB9509FL should note:*

THIS FIELD IS NOT CHECKED FOR UNLIKELY VALUES; ENTRIES UP TO 49 YEARS ARE ACCEPTED. NOTE, THE MASTER FILE VARIABLE "TAFMS" (WHICH IS CALCULATED IN MONTHS) IS EDITED SUCH THAT VALUES OVER 35 YEARS AND LESS THAN OR EQUAL TO 40 YEARS ARE RECODED TO 35 YEARS WHILE VALUES OVER 40 YEARS ARE RECODED TO MISSING. GB9509FL EXAMINES WHETHER THE INCOMPLETE GRID ERROR WAS IN THE ONES OR TENS COLUMN FOR GB95009. IF THE MISSING GRID WAS IN THE TENS COLUMN, GB9509FL ASSUMES THAT THE RESPONDENT DID NOT GRID A ZERO ( TO INDICATE LESS THAN 10 YEARS).

4      **GB9534FL**

*Codebook page for GB9534FL should note:*

GB9534FL EXAMINES WHETHER THE INCOMPLETE GRID ERROR WAS IN THE ONES OR TENS COLUMN FOR GB95034. IF THE MISSING GRID WAS IN THE TENS COLUMN, GB9534FL ASSUMES THAT THE RESPONDENT DID NOT GRID A ZERO (TO INDICATE LESS THAN 10 MONTHS).

5      **GB9571SP**

GB9571SP is coded:

1 (Text entered) if the scanner detects something written in the specify box and GB95071Y is a value of 1-4, or

0 (No text entered) if the scanner detects nothing written in the specify box and GB95071Y is a value of 1-4, or

-2 (Implied continuation) if the scanner detects something written in the specify box and GB95071Y is NOT a value of 1-4, or

-6 (Not applicable, valid skip) if the scanner detects nothing written in the specify box and GB95071Y is NOT a value of 1-4.

*Codebook page for GB9571SP should note:*

CODING REPRESENTS WHETHER PERSON ENTERED ANYTHING IN THE "PLEASE SPECIFY BELOW" BOX FOR OTHER SEX-RELATED BEHAVIOR NOT LISTED ABOVE.

6

**GB95072 (also affects GB95071A - GB95071Y)**

If codes -8 (Multiple response error) or -9 (No response, invalid skip) do not apply:

Code GB95072 as 0, 1, or 2 when one of the first 3 responses is marked and one or more of items GB95071A through GB95071Y is/are coded as 1-4, or

Code GB95072 as 10, 11, or 12 when one of the first 3 responses is marked and NONE of items GB95071A through GB95071Y is coded as 1-4.

If only the fourth response is marked in GB95072:

Code GB95072 as 61(Doesn't apply--I marked "never" to every item on incidences--GB95071A through GB95071Y) when NONE of GB95071A through GB95071Y is marked in the range of 1-4 and NONE of GB95073A through GB95108 is marked, or

Code GB95072 as 62 (Person marked a frequency greater than "Never" for one or more items on incidences--GB95071A through GB95071Y--but marked "Doesn't apply--I marked 'Never' to every item in GB95071A and GB95071Y" and for item GB95072) when one or more of GB95071A through GB95071Y is/are coded in the range of 1-4 but NONE of GB95073A through GB95108 is 1 (Marked)

Code GB95072 as -2 (Implied continuation) when one or more of GB95071A through GB95071Y is/are coded in the range of 1-4 and one or more of GB95073A through GB95108 is/are (1) (Marked).

Code GB95072 as -2 (Implied continuation) when NONE of GB95071A through GB95071Y is coded in the range of 1-4 and one or more of GB95073A through GB95108 are marked. Also, code every item in GB95071A through GB95071Y that was marked never by the person as -2 (Implied continuation).

6C

**GB95072 (also affects GB95071A - GB95071Y) *IN FORM C***

If codes -8 (Multiple response error) or -9 (No response, invalid skip) do not apply:

Code GB95072 as 0, 1, or 2 when one of the first 3 responses is marked and one or more of GB95071A through GB95071Y is/are coded in the range of 1-4, or

Code GB95072 as 10, 11, or 12 when one of the first 3 responses is marked and NONE of items GB95071A through GB95071Y is coded in the range of 1-4.

If only the fourth response is marked in GB95072:

Code GB95072 as 61(Doesn't apply--I marked "Never" to every item on incidences--GB95071A through GB95071Y) when NONE of GB95071A through GB95071Y is marked in the range of 1-4 and NONE of GC95075 through GC9507SP is marked, or

Code GB95072 as 62 (Person marked a frequency greater than "Never" for one or more items on incidences--GB95071A through GB95071Y--but marked "Doesn't apply--I marked 'Never' to every item in GB95071A and GB95071Y" and for item GB95072) when one or more of GB95071A through GB95071Y is/are coded in the range of 1-4 but NONE of GC95075 through GC9507SP is marked.

Code GB95072 as -2 (Implied continuation) when one or more of GB95071A through GB95071Y is/are coded in the range of 1-4 and one or more of GC95075 through

GC9507SP is/are marked.

Code GB95072 as -2 (Implied continuation) when NONE of GB95071A through GB95071Y is coded in the range of 1-4 and one or more of GC95075 through GB9507SP are marked. Also, code every item in GB95071A through GB95071Y that was marked never by the person as -2 (Implied continuation).

**7 GB95073A - GB95108**

If GB95072 is coded 61, then all responses from GB95073A through GB95108 are also coded 61.

If GB95072 is coded 62, then all responses from GB95073A through GB95108 are also coded 62.

For any other coding of GB95072, responses to GB95073A through GB95108 are coded as below.

**7C GC95075 - GC9507SP) IN FORM C**

If GB95072 is coded 61, then all variables from GC95075 through GC9507SP are also coded 61.

If GB95072 is coded 62, then all variables from GC95075 through GC9507SP are also coded 62.

For any other coding of GB95072, variables GC95075 through GC9507SP are coded as below.

**8 GB95073A - GB95073Y, GB95078A - GB95078N**

These are treated as standard "mark all that apply."

If at least one item is marked, then all are coded as 1 (Marked) or 0 (Not marked).

If none are marked (and Note 7 does not apply), then all are marked as -9 (No response, invalid skip).

**9 GB9599SP**

GB9599SP is coded:

1 (Text entered) if the scanner detects something written in the specify box and GB95099L is in range of 1-3, or

0 (No text entered) if the scanner detects nothing written in the specify box and GB95099L is in range of 1-3, or

-2 (Implied continuation) if the scanner detects something written in the specify box and GB95099L is NOT in range of 1-3, or

-6 (Not applicable, valid skip) if the scanner detects nothing written in the specify box and GB95099L is NOT in range of 1-3.

*Codebook page for GB9599SP should note:*

CODING REPRESENTS WHETHER PERSON ENTERED ANYTHING IN THE  
"PLEASE SPECIFY BELOW" BOX FOR OTHER ACTION TAKEN.

10 **GB9500SP**

GB9500SP is coded

1 (Text entered) if the scanner detects something written in the specify box and  
GB95100J is in range of 1-3, or

0 (No text entered) if the scanner detects nothing written in the specify box and  
GB95100J is in range of 1-3, or

-2 (Implied continuation) if the scanner detects something written in the specify  
box and GB95100J is NOT in range of 1-3, or

-6 (Not applicable, valid skip) if the scanner detects nothing written in the  
specify box and GB95100J is NOT in range of 1-3.

*Codebook page for GB9500SP should note:*

CODING REPRESENTS WHETHER PERSON ENTERED ANYTHING IN THE  
"PLEASE SPECIFY BELOW" BOX FOR REPORTING TO OTHER PERSON OR  
OFFICE WITH RESPONSIBILITY FOR FOLLOW-UP.

10C **GC9500SP IN FORM C**

GC9500SP is coded

1 (Text entered) if the scanner detects something written in the specify box and  
GC95100J is in range of 1-3, or

0 (No text entered) if the scanner detects nothing written in the specify box and  
GC95100J is in range of 1-3, or

-2 (Implied continuation) if the scanner detects something written in the specify  
box and GC95100J is NOT in range of 1-3, or

-6 (Not applicable, valid skip) if the scanner detects nothing written in the  
specify box and GC95100J is NOT in range of 1-3.

*Codebook page for GC9500SP should note:*

CODING REPRESENTS WHETHER PERSON ENTERED ANYTHING IN THE  
"PLEASE SPECIFY BELOW" BOX FOR REPORTING TO OTHER PERSON OR  
OFFICE WITH RESPONSIBILITY FOR FOLLOW-UP.

11 **GB95101A - GB95106 (also affects GB95100A - GB95100J)**

If NONE of items GB95100A through GB95100J is coded in the range of 1-3  
and NONE of items GB95101A through GB95106 is marked, then code GB95101A  
through GB95106 as 63 (Does not apply--I did NOT report the behavior to someone  
specified in GB95100A--GB95100J).



If NONE of items GB95100A through GB95100J is coded in the range of 1-3 but one or more of items GB95101A through GB95106 is/are marked, then code as -2 (Implied continuation) each item (if any) in GB95100A through GB95100J that was marked "No, I did not report it to this person/office."

If one or more of items GB95100A through GB95100J is/are coded in the range of 1-3, nothing special needs to be done. Items GB95101A through GB95106 are coded as marked, even if none are marked and all of GB95101A through GB95106 are coded as -9 (No response, invalid skip).

**11C GC95101A - GC95106 (also affects GC95100A - GC95100J) IN FORM C**

If NONE of items GC95100A through GC95100J is coded in the range of 1-3 and NONE of GC95101A through GC95106 is marked, then code GC95101A through GC95106 as 63 (Does not apply--I did NOT report the behavior to someone specified in GC95100A--GC95100J).

If NONE of items GC95100A through GC95100J is coded in the range of 1-3 but one or more of GC95101A through GC95106 is/are marked, then code as -2 (Implied continuation) each item (if any) in GC95100A through GC95100J that was marked "No, I did not report it to this person/office."

If one or more of items GC95100A through GC95100J is/are coded in the range of 1-3, nothing special needs to be done. Items GC95101A through GC95106 are coded as marked, even if none are marked and all of GC95101A through GC95106 are coded as -9 (No response, invalid skip).

**12 GB95101A - GB95101M**

This is a "mark all that apply with embedded skip." If codes 61-63 do not apply:

If none of items GB95101A through GB95101M are marked, then all are coded -9 (No response, invalid skip).

If at least one item is marked in items GB95101A through GB95101L and GB95101M is not marked, then all of GB95101A through GB95101L are coded 1 (Marked) or 0 (Not marked) while GB95101M is coded 0 (Not marked).

If at least one item is marked in items GB95101A through GB95101L and GB95101M is marked, then all of items GB95101A through GB95101L are coded as 1 (Marked) or 0 (Not marked) while GB95101M is coded -2 (Implied continuation).

If none of GB95101A through GB95101M is marked except for GB95101M being marked, then all of items GB95101A through GB95101L are coded as 0 (Not marked) while GB95101M is coded 1 (Marked).

**12C GC95101A - GC95101M IN FORM C**

This is a "mark all that apply with embedded skip." If codes 61-63 do not apply:

If none of items GC95101A through GC95101M is marked, then all are coded -9 (No response, invalid skip).

If at least one item is marked in items GC95101A through GC95101L and GC95101M is not marked, then all of items GC95101A through GC95101L are coded 1 (Marked) or 0 (Not marked) while GC95101M is coded 0 (Not marked).

If at least one item is marked in items GC95101A through GC95101L and GC95101M IS marked, then all of GC95101A through GC95101L are coded 1 (Marked) or 0 (Not marked) while GC95101M is coded -2 (Implied continuation).

If none of items GC95101A through GC95101M is marked except for GC95101M being marked, then all of items GC95101A through GC95101L are coded as 0 (Not marked) while GC95101M is coded 1 (Marked).

13      **GB9501SP**

If codes 61-63 do not apply, GB9501SP is coded:

1 (Text entered) when the scanner detects something written in the specify box and GB95101K is marked, or

0 (No text entered) when the scanner detects nothing written in the specify box and GB95101K is marked, or

-2 (Implied continuation) when the scanner detects something written in the specify box and GB95101K is NOT marked, or

-6 (Not applicable, valid skip) when the scanner detects nothing written in the specify box and GB95101K is NOT marked.

*Codebook page for GB9501SP should note:*

CODING REPRESENTS WHETHER PERSON ENTERED ANYTHING IN THE "PLEASE SPECIFY BELOW" BOX FOR OTHER ACTIONS TAKEN BY ORGANIZATION.

13C      **GC9501SP IN FORM C**

If codes 61-63 do not apply, GC9501SP is coded:

1 (Text entered) when the scanner detects something written in the specify box and GC95101K is marked, or

0 (No text entered) when the scanner detects nothing written in the specify box and GC95101K is marked, or

-2 (Implied continuation) when the scanner detects something written in the specify box and GC95101K is NOT marked, or

-6 (Not applicable, valid skip) when the scanner detects nothing written in the specify box and GC95101K is NOT marked.

*Codebook page for GC9501SP should note:*

CODING REPRESENTS WHETHER PERSON ENTERED ANYTHING IN THE "PLEASE SPECIFY BELOW" BOX FOR OTHER ACTIONS TAKEN BY ORGANIZATION.

14

**GB95104A - GB95104H, GB105**

This is a "mark all that apply with embedded skip". It also starts a skip pattern for one additional item. If codes 61-63 do not apply and:

If none of items GB95104A through GB95104H is marked, then all are marked as -9 (No response, invalid skip), and GB95105 is coded as marked.

If at least one item is marked in items GB95104B through GB95104H and GB95105 and GB95104A are not marked, then all items GB95104B through GB95104H and GB95105 are coded 1 (Marked) or 0 (Not marked) while GB95104A is coded 0 (Not marked).

If at least one item is marked in items GB95104B through GB95104H and GB95105 and GB95104A IS marked, then all items GB95104B through GB95104H and GB95105 are coded 1 (Marked) or 0 (Not marked), while GB95104A is coded -2 (Implied continuation).

If none of items GB95104A through GB95104H and GB95105 is marked except for GB95104A, then all items GB95104B through GB95104H and GB95105 are coded as 65 (Not applicable--the action is still being processed) while GB95104A is coded 1 (Marked).

15

**GB95107A - GB95107T**

This is a "mark all that apply with embedded skip." If codes 61-62 do not apply and:

If none of items GB95107A through GB95107T is marked, then all are coded -9 (No response, invalid skip).

If at least one item is marked in GB95107B through GB95107T and GB95107A is not marked, then all of items GB95107B through GB95107T are coded 1 (Marked) or 0 (Not marked) while GB95107A is coded 0 (Not marked).

If at least one item is marked in GB95107B through GB95107T and GB95107A IS marked, then all of GB95107B through GB95107T are coded 1 (Marked) or 0 (Not marked) while GB95107A is coded -2 (Implied continuation).

If none of items GB95107A through GB95107T are marked except for GB95107A, then all of items GB95107B through GB95107T are coded 64 (Does not apply--I DID report the behavior to someone specified in GB95100A through GB95100J) while GB95107A is coded 1 (Marked).

*Codebook pages for GB95107A--GB95107T should note:*

THIS ITEM HAS NOT BEEN CHECKED FOR CONSISTENCY WITH ITEMS GB95100A THROUGH GB95100J.

15C **GC95107A - GC95107T IN FORM C**

This is a "mark all that apply with embedded skip." If codes 61-62 do not apply:

If none of items GC95107A--GC95107T is marked, then all are coded as -9 (No response, invalid skip).

If at least one item is marked in GC95107B through GC95107T and GC95107A is not marked, then all of items GC95107B through GC95107T are coded as 1 (Marked) or 0 (Not marked) while GC95107A is coded 0 (Not marked).

If at least one item is marked in GC95107B through GC95107T and GC95107A IS marked, then all of items GC95107B through GC95107T are coded as 1 (Marked) or 0 (Not marked) while GC95107A is coded -2 (Implied continuation).

If none of items GC95107A through GC95107T is marked except for GC95107A, then all of items GC95107B through GC95107T are coded as 64 (Does not apply--I DID report the behavior to someone specified in GC95100A--GC95100J) while GC95107A is coded 1 (Marked).

*Codebook pages for GC95107A--GC95107T should note:*

THIS ITEM HAS NOT BEEN CHECKED FOR CONSISTENCY WITH ITEMS GC95100A--GC95100J.

16 **GB9507SP**

If codes 61-62 do not apply, GB9507SP is coded:

1 (Text entered) when the scanner detects something written in the specify box and GB95107T is marked, or

0 (No text entered) when the scanner detects nothing written in the specify box and GB95107T is marked, or

-2 (Implied continuation) when the scanner detects something written in the specify box and GB95107T is NOT marked, or

-6 (Not applicable, valid skip) when the scanner detects nothing written in the specify box and GB95107T is NOT marked.

*Codebook page for GB9507SP should note:*

CODING REPRESENTS WHETHER PERSON ENTERED ANYTHING IN THE "PLEASE SPECIFY BELOW" BOX FOR SOME OTHER REASON FOR NOT REPORTING.

16C **GB9507SP IN FORM C**

If codes 61-62 do not apply, GB9507SP is coded:

1 (Text entered) when the scanner detects something written in the specify box and GB95107T is marked, or

0 (No text entered) when the scanner detects nothing written in the specify box and GB95107T is marked, or

-2 (Implied continuation) when the scanner detects something written in the specify box and GB95107T is NOT marked, or

-6 (Not applicable, valid skip) when the scanner detects nothing written in the specify box and GB95107T is NOT marked.

*Codebook page for GC9507SP should note:*

CODING REPRESENTS WHETHER PERSON ENTERED ANYTHING IN THE "PLEASE SPECIFY BELOW" BOX FOR SOME OTHER REASON FOR NOT REPORTING.

17 **GB95130 - GB95131B**

If codes -8 (Multiple response error) or -9 (No response, invalid skip) do not apply and:

If the first response in GB95130 is marked, then items GB95131A and GB95131B are coded 66 (Doesn't apply--I haven't received any training).

If the first response in item GB95130 is marked (but nothing else in GB95130 is marked) and items GB95131A and/or GB95131B is/are marked, then item GB95130 is coded -2 (Implied continuation) and GB95131A through GB131B are coded as marked.

18 **SRDATE, SRDATEFL**

See Table E-2 for coding. Note, "1995" is inserted in respondent-specified month and day. The data are to be code in the numeric format YYYYMMDD.

Dates that are before 17 February 1995 were changed to -7 (out-of-range error) since the surveys were not delivered to the U.S. Postal Service until 15 February 1995.

*Codebook page for SRDATE should note:*

IN THE SAS DATASET, A 18070701 (OUT-OF-RANGE ERROR) WAS ASSIGNED FOR RESPONDENTS WHO REPORTED COMPLETING THE SURVEY ON A DATE LESS THAN 2 DAYS AFTER THE FIRST SURVEY MAILING. RESPONSES WERE NOT CHECKED FOR VALID VALUES AT THE UPPER END OF THE RANGE. VALUES WERE NOT CHECKED FOR A VALID RANGE IN THE OS DATA, BUT WERE CHECKED BY THE DDMMYY FORMAT IN THE SAS DATASET.

*Codebook page for SRDATEFL should note:*

IN THE SAS DATASET, A 18070701 (OUT-OF-RANGE ERROR) WAS ASSIGNED FOR RESPONDENTS WHO REPORTED COMPLETING THE SURVEY ON A DATE LESS THAN 2 DAYS AFTER THE FIRST SURVEY MAILING. RESPONSES WERE NOT CHECKED FOR VALID VALUES AT THE

UPPER END OF THE RANGE. VALUES WERE NOT CHECKED FOR VALID RANGE IN THE OS DATA, BUT WERE CHECKED BY THE DDMMYY FORMAT IN THE SAS DATASET. THIS VARIABLE WAS CREATED USING THE ASSUMPTION THAT A MISSING VALUE IN THE TENS COLUMN OF THE DAY GRID WAS ZERO.

19 **COMMENT**

COMMENT is coded:

1 (Text entered) if the scanner detects something written in space provided for comments, or

0 (No text entered) if the scanner detects nothing written in space provided for comments.

20 **GA95004A - GA95004F**

These items are treated as standard "mark all that apply."

If at least one item is marked, then each answer is coded as either 1 (Marked) or 0 (Not marked).

If no answer is marked, then all answers are coded as -9 (No response, invalid skip).

21 **GA9506SP**

GA9506SP is coded

1 (Text entered) if the scanner detects something written in the specify area and GA95006L is in range of 1-5, or

0 (No text entered) if the scanner detects nothing written in the specify area and GA95006L is in range of 1-5, or

-2 (Implied continuation) if the scanner detects something written in the specify area and GA95006L is NOT in range of 1-5, or

-6 (Not applicable, valid skip) if the scanner detects nothing written in the specify area and GA95006L is NOT in range of 1-5.

*Codebook page for GA9506SP should note:*

CODING REPRESENTS WHETHER PERSON ENTERED ANYTHING IN THE "PLEASE SPECIFY BELOW" AREA FOR ACTIONS TAKEN TO MAKE OTHERS STOP BOTHERING THEM SEXUALLY.

22      **GA9509SP**

GA9509SP is coded

1 (Text entered) if the scanner detects something written in the specify area and GA95009J is 1, 0, or -1

0 (No text entered) if the scanner detects nothing written in the specify area and GA95009J is 1, 0, or -1

-2 (Implied continuation) if the scanner detects something written in the specify area and GA95009J is NOT 1, 0, or -1

-6 (Not applicable, valid skip) if the scanner detects nothing written in the specify area and GA95009J is NOT 1, 0, or -1.

*Codebook page for GA9509SP should note:*

CODING REPRESENTS WHETHER PERSON ENTERED ANYTHING IN THE "PLEASE SPECIFY BELOW" AREA FOR ACTIONS TAKEN AT THE RESPONDENT'S CURRENT DUTY STATION TO REDUCE SEXUAL HARASSMENT.

23      **GA95010A - GA9010F**

These items are treated as standard "mark all that apply."

If at least one item is marked, then each answer is coded as either 1 (Marked) or 0 (Not marked).

If no answer is marked, then all answers are coded as -9 (No response, invalid skip).

24      **GA95011A - GA9011K**

These items are treated as standard "mark all that apply."

If at least one item is marked, then each answer is coded as either 1 (Marked) or 0 (Not marked).

If no answer is marked, then all answers are coded as -9 (No response, invalid skip).

25      **GA9511SP**

GA9511SP is coded:

1 (Text entered) if the scanner detects something written in the specify area and GA95011J is marked, or

0 (No text entered) if the scanner detects nothing written in the specify area and GA95011J is marked, or

-2 (Implied continuation) if the scanner detects something written in the specify area and GA95011J is NOT marked, or

-6 (Not applicable, valid skip) if the scanner detects nothing written in the specify area and GA95011J is NOT marked.

*Codebook page for GA9511SP should note:*

CODING REPRESENTS WHETHER PERSON ENTERED ANYTHING IN THE "PLEASE SPECIFY BELOW" AREA FOR OTHER UNWANTED, UNINVITED ATTENTION OF A SEXUAL NATURE (EVER WHILE SERVING IN THE ACTIVE-DUTY MILITARY).

26      **GA9512SP**

GA9512SP is coded:

1 (Text entered) if the scanner detects something written in the specify area and GA95012J is in range of 1-4, or

0 (No text entered) if the scanner detects nothing written in the specify area and GA95012J is in range of 1-4, or

-2 (Implied continuation) if the scanner detects something written in the specify area and GA95012J is NOT in range of 1-4, or

-6 (Not applicable, valid skip) if the scanner detects nothing written in the specify area and GA95012J is NOT in range of 1-4, or

-1 (Not sure--Text was entered, but the respondent marked "never") if the scanner detects something written in the specify area and GA95012J is 0.

*Codebook page for GB9512SP should note:*

CODING REPRESENTS WHETHER PERSON ENTERED ANYTHING IN THE "PLEASE SPECIFY BELOW" AREA FOR OTHER SEXUAL ATTENTION DURING THE LAST 12 MONTHS.

27      **GA95012K, GA9512FL, GA95013A - GA95047**

GA95012K is coded 0-4 as marked.

GA9512FL is imputed to establish a baseline for GA95012A through GA95012J

-9 (No response, invalid skip) if nothing is marked in GA95012A through GA95012K and nothing is marked in GA95013A through GA95047, or

0 (NOT experienced) if [none of GA95012A through GA95012J is in range of 1-4 and nothing is marked in GA95013A through GA95047] and [at least one is marked as 0 (Never) in GA95012A through GA95012J or something is marked in GA95012K], or

1 (Experienced) if at least one of GA95012A through GA95012J is coded as 1-4, or

-2 (Implied continuation) if the conditions for codes -9 or 0 would apply except for something marked in GA95013A through GA95047.



Code GA95013A through GA95047 as 67 (Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.) if GA9512FL is coded 0 (NOT experienced).

*Codebook page for GB9512K should note:*

CODING REPRESENTS HOW THIS ITEM WAS MARKED WITHOUT RESPECT TO ANY OTHER ITEM.

*Codebook page for GB951FL should note:*

CODING REPRESENTS AN IMPUTATION BASED ON RESPONSES TO ITEMS GA95012A--GA95012K AND GA95013A--GA95047.

- 28     **GA95013A - GA95013H, GA95015A - GA95015J, GA95027A - GA95027K, GA9529D1 - GA9529D4, GA9529E1 - GA9529E7**

If the answers are not coded 67, these seven sets of items are treated as standard "mark all that apply." In each set:

    If at least one item is marked, then each answer is coded as either 1 (Marked) or 0 (Not marked).

    If no answer is marked, then all answers are coded as -9 (No response, invalid skip).

- 29     **GA9515SP**

GA9515SP is coded:

    1 (Text entered) if the scanner detects something written in the specify area and GA95015J is marked, or

    0 (No text entered) if the scanner detects nothing written in the specify area and GA95015J is marked, or

    -2 (Implied continuation) if the scanner detects something written in the specify area and GA95015J is NOT marked, or

    -6 (Not applicable, valid skip) if the scanner detects nothing written in the specify area and GA95015J is NOT marked.

*Codebook page for GA9515SP should note:*

CODING REPRESENTS WHETHER PERSON ENTERED ANYTHING IN THE "PLEASE SPECIFY BELOW" AREA FOR OTHER UNWANTED, UNINVITED ATTENTION OF A SEXUAL NATURE (ONE EXPERIENCE THAT HAD THE GREATEST EFFECT) .

- 30     **GA9516SP**

GA9516SP is coded:

    1 (Text entered) if the scanner detects something written in the specify area and GA95016K is in range of 1-3, or

0 (No text entered) if the scanner detects nothing written in the specify area and GA95016K is in range of 1-3, or

-2 (Implied continuation) if the scanner detects something written in the specify area and GA95016K is NOT in range of 1-3, or

-6 (Not applicable, valid skip) if the scanner detects nothing written in the specify area and GA95016K is NOT in range of 1-3.

*Codebook page for GA9516SP should note:*

CODING REPRESENTS WHETHER PERSON ENTERED ANYTHING IN THE "PLEASE SPECIFY BELOW" AREA FOR OTHER RESPONSES TAKEN.

**31 GA95019A - GA95019H**

This is a "mark all that apply with embedded skip." If code 67 does not apply,:

If none of items GA95019A through GA95019H is marked, then all are coded - 9 (No response, invalid skip).

If at least one of items GA95019A through GA95019G is 1 (Marked) and GA95019H is 0 (Not marked), then all of GA95019A through GA95019G are coded 1 (Marked) or 0 (Not marked) while GA95019H is coded 0 (Not marked).

If at least one item is marked in items GA95019A through GA95019G and GA95019H is 1 (Marked), then all of items GA95019A through GA95019G are coded as 1 (Marked) or 0 (Not marked) while GA95019H is coded -2 (Implied continuation).

If none of GA95019A through GA95019H is marked except for GA95019H being marked, then all of items GA95019A through GA95019G are coded as 0 (Not marked) while GA95019H is coded 1 (Marked).

**32 GA95020, GA95021A - GA95021M, GA95022A - GA95023H**

GA95021A through GA95021M are treated as "mark all that apply" with a skip in the preceding item. If code 67 does not apply:

If nothing is marked in GA95020 and GA95021A through GA95021M, then all are coded as -9 (No response, invalid skip).

If nothing is marked in GA95021A through GA95021M and GA95020 is marked 1 (Yes), then GA95021A through GA95021M are coded 68 (Doesn't apply-- Respondent filed a formal action).

If GA95020 is marked 1 (Yes) and one or more of items GA95021A through GA95021M are 1 (Marked), then GA95020 is coded -2 (Implied continuation).

GA95022A through GA95023H are also coded with respect to a skip in item 20. If code 67 does not apply:

If nothing is marked in GA95022A through GA950223H and GA95020 is marked 0 (No), then GA95022A through GA95023H are coded 69 (Doesn't apply-- Respondent didn't file a formal action)

*Codebook page for GA95020 should note:*

ITEM GA95020 HAS BEEN CHECKED FOR CONSISTENCY WITH ONLY ITEMS GA95021A THROUGH GA95021M.

33 **GA9522SP**

If codes 67 and 69 do not apply, GA9522SP is coded:

1 (Text entered) if the scanner detects something written in the specify area and GA95022H is in range of 1-3, or

0 (No text entered) if the scanner detects nothing written in the specify area and GA95022H is in range of 1-3, or

-2 (Implied continuation) if the scanner detects something written in the specify area and GA95022H is NOT in range of 1-3, or

-6 (Not applicable, valid skip) if the scanner detects nothing written in the specify area and GA95022H is NOT in range of 1-3, or

-1 (Not sure--Text was entered, but respondent marked "You did not do this") if the scanner detects something written in the specify area and GA95022H is 0.

*Codebook page for GA9522SP should note:*

CODING REPRESENTS WHETHER PERSON ENTERED ANYTHING IN THE "PLEASE SPECIFY BELOW" AREA FOR OTHER FORMAL ACTIONS TAKEN.

34 **GA95023A - GA95023H**

This is a "mark all that apply with embedded skip." If codes 67 and 69 do not apply:

If none of items GA95023A through GA95023H are marked, then all are coded -9 (No response, invalid skip).

If at least one item is marked in items GA95023A through GA95023G and GA95023H is not marked, then all of GA95023A through GA95023G are coded 1 (Marked) or 0 (Not marked) while GA95023H is coded 0 (Not marked).

If at least one item is marked in items GA95023A through GA95023G and GA95023H is marked, then all of items GA95023A through GA95023G are coded as 1 (Marked) or 0 (Not marked) while GA95023H is coded -2 (Implied continuation).

If none of GA95023A through GA95023H is marked except for GA95023H being marked, then all of items GA95023A through GA95023G are coded as 0 (Not marked) while GA95023H is coded 1 (Marked).

35      **GA95026**

If the first response in GA95025 is marked and no response is marked in GA95026, then GA95026 is coded 70 (Doesn't apply--No one else in the unit knew.)

If a response other than the first response in GA95025 is marked and no response is marked in GA95026, then GA95026 is coded -9 (No response, invalid skip).

36      **GA95033A - GA95033L, GA9533SP**

This is a "mark all that apply with embedded skip." If code 67 does not apply:

    If none of items GA95033A through GA95033L are marked, then all are coded -9 (No response, invalid skip).

    If at least one item is marked in items GA95033B through GA95033L and GA95033A is not marked, then all of GA033B through GA95033L are coded 1 (Marked) or 0 (Not marked) while GA95033A is coded 0 (Not marked).

    If at least one item is marked in items GA95033B through GA95033L and GA95033A is marked, then all of items GA95033B through GA95033L are coded as 1 (Marked) or 0 (Not marked) while GA95033A is coded -2 (Implied continuation).

    If none of GA95033A through GA95033L is marked except for GA95033A being marked, then all of items GA95033B through GA95033L are coded as 0 (Not marked) while GA95033A is coded 1 (Marked).

GA9533SP is coded:

    1 (Text entered) if the scanner detects something written in the specify area and GA95033L is 1 (Marked), or

    0 (No text entered) if the scanner detects nothing written in the specify area and GA95033L is 1 (Marked), or

    -2 (Implied continuation) if the scanner detects something written in the specify area and GA95033L is 0 (NOT marked), or

    -6 (Not applicable, valid skip) if the scanner detects nothing written in the specify area and GA95033L is 0 (NOT marked).

*Codebook page for GA9533SP should note:*

CODING REPRESENTS WHETHER PERSON ENTERED ANYTHING IN THE "PLEASE SPECIFY BELOW" AREA FOR OTHER INFORMAL ACTIONS TAKEN BY THE RESPONDENT.

37      **GA95035, GA95036**

If either the first or second response in GA95035 is marked and no response is marked in GA95036, then GA95036 is coded 71 (Doesn't apply--Productivity was not affected or respondent didn't know/couldn't judge affect).

If a response other than the first or second response in GA95035 is marked and no response is marked in GA95036, then GA95036 is coded -9 (No response, invalid skip).

38      **GA95046**

If the first or third response in GA95045 is marked and no response is marked in GA95046, then GA95046 is coded 72 (Doesn't apply--Unwanted, uninvited sexual attention occurred in CONUS or at sea.)

If the second response in GA95045 is marked but no response is marked in GA95046, then GA95046 is coded -9 (No response, invalid skip.)

If the second response in GA95045 is marked and one response is marked in GA95046, then GA95046 is coded as indicated on Form A.

39      **GA95047**

If the second or third response in GA95045 is marked and no response is marked in GA95046, then GA95046 is coded 73 (Doesn't apply--Unwanted, uninvited sexual attention occurred overseas or at sea.)

If the first response in GA95045 is marked but no response is marked in GA95046, then GA95046 is coded -9 (No response, invalid skip.)

If the first response in GA95045 is marked and one response is marked in GA95046, then GA95046 is coded as indicated on Form A.

40      **GA95018**

If codes -8 (Multiple response error) or -9 (No response, invalid skip) do not apply, GA95018 is coded

74 (Doesn't apply--Respondent received unwanted, uninvited sexual attention only once during the last 12 months) if GA95017 is equal to 1 and GA95018 is unmarked.

1-6 depending upon the respective response that was marked.

*Codebook page for GA95018 should note:*

ITEM GA95018 HAS BEEN CHECKED FOR CONSISTENCY WITH ONLY ITEM GA95017.

41      **GB9571FL**

*Codebook page for GB9571FL should note:*

THIS VARIABLE WAS CREATED BY DETERMINING THE NUMBER OF TIMES THAT A RESPONDENT INDICATED A FREQUENCY GREATER THAN "NEVER" FOR VARIABLES GB95071A - GB95071Y. RESPONDENTS WERE ASSIGNED A "-9" OR "-2" ONLY WHEN THE RESPONSES TO ALL ITEMS IN QUESTION 71 WERE "-9" OR "-2", RESPECTIVELY. RESPONDENTS WHO BLACKENED A BUBBLE FOR AT LEAST ONE ITEM IN QUESTION 71 WERE

ASSIGNED A VALUE OF 0 TO 25 (REGARDLESS OF THE TOTAL NUMBER OF  
“-9”S FOR THE ITEMS IN QUESTION 71).

42      **GB9500FL**

*Codebook page for GB9500FL should note:*

THIS VARIABLE WAS CREATED BY DETERMINING THE NUMBER OF  
TIMES THAT A RESPONDENT INDICATED AN ANSWER OTHER THAN “NO, I  
DID NOT REPORT IT TO THIS PERSON/OFFICE” FOR VARIABLES GB95100A-  
GB95100J. RESPONDENTS WHO ANSWERED “YES...” TO AT LEAST ONE  
ITEM IN QUESTION 100 WERE ASSIGNED A VALUE OF 0 TO 10.  
RESPONDENTS WERE ASSIGNED A “-9”, “-2”, “61”, OR “62” ONLY WHEN  
THEY LEFT ALL 10 ITEMS (GB95100a - GB95100J) BLANK.

---



## **Appendix F**

### **Variable List for the Survey Analysis File**



# Appendix F: Variable List for the Survey Analysis File

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
INFORMATION GATHERED USING SAFS FORM A			
FORM		Survey form	1
GA95001	1.	More/less sex harass outside military?	2
GA95002	2.	Attitude of CO at post/base re SH?	3-4
GA95003A	3a.	Senior Service leaders try to stop SH	5
GA95003B	3b.	Senior install leaders try to stop SH	6
GA95003C	3c.	My super/CO enforces mil SH policy	7
GA95003D	3d.	Other unit COs I've had discourage SH?	8
GA95003E	3e.	My training instructor discourages SH?	9
GA95003F	3f.	COs (diff station) discourage harass?	10
GA95004A	4a.	Ever consider leaving or transfer--No	11
GA95004B	4b.	Ever request trans-No, but consider	12
GA95004C	4c.	Ever request trans-Yes, and have	13
GA95004D	4d.	Ever request trans-Yes, waiting	14
GA95004E	4e.	Ever consider leaving-Yes, but stayed	15
GA95004F	4f.	Ever consider leaving-Yes, am now	16
GA95005	5.	Know/heard anyone harassed on duty?	17
GA95006A	6a.	Effect: Ignore the behavior?	18
GA95006B	6b.	Effect: Avoiding the person?	19
GA95006C	6c.	Effect: Ask person to stop?	20
GA95006D	6d.	Effect: Tell/threaten to tell coworker?	21
GA95006E	6e.	Effect: Threaten to tell person's CO?	22
GA95006F	6f.	Effect: Report to person's CO?	23
GA95006G	6g.	Effect: File formal complaint?	24
GA95006H	6h.	Effect: Threaten 2 tell person's spouse?	25
GA95006I	6i.	Effect: Threaten 2 tell own spouse?	26
GA95006J	6j.	Effect: Threaten drastic action?	27
GA95006K	6k.	Effect: Become more firm at work?	28
GA95006L	6l.	Effect: Other course of action?	29
GA9506SP	6sp.	Effect: Anything in Specify box?	30
GA95007	7.	Last yr: Anyone unfairly accused of SH?	31
GA95008	8.	Last yr: Offensive sex talk/behavior?	32
GA95009A	9a.	Duty stat: Establish anti-SH policies	33
GA95009B	9b.	Duty stat: Thorough complaint invest	34
GA95009C	9c.	Duty stat: Enforce penalty on supers/COs	35
GA95009D	9d.	Duty stat: Enforce penalty on harassers	36
GA95009E	9e.	Duty stat: Pub formal compl channels	37
GA95009F	9f.	Duty stat: Provide counsel 2 SH victims	38
GA95009G	9g.	Duty stat: Aware trg for mil personnel	39
GA95009H	9h.	Duty stat: Aware trg for Cdrs/EO people	40
GA95009I	9i.	Duty stat: Estab office 4 SH complaints	41
GA95009J	9j.	Duty stat: Other way to reduce SH?	42
GA9509SP	9sp.	Duty stat: Anything in Specify box?	43
GA95010A	10a.	See mil harass DoD or C Guard civ?	44
GA95010B	10b.	See mil harass local civ. residents?	45
GA95010C	10c.	See mil harass foreign nat. DoD?	46
GA95010D	10d.	See mil harass other foreign nat?	47
GA95010E	10e.	See mil harass civilian contractors?	48
GA95010F	10f.	Not seen military personnel harass civ.	49

# Appendix F: Variable List for the Survey Analysis File

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
GA95011A	11a.	Ever: Actual or attempted rape?	50
GA95011B	11b.	Ever: Pressure for sex favors?	51
GA95011C	11c.	Ever: Sexually touch, lean, corner?	52
GA95011D	11d.	Ever: Sexual looks/gestures?	53
GA95011E	11e.	Ever: Sex materials/calls/letters?	54
GA95011F	11f.	Ever: Pressure for dates?	55
GA95011G	11g.	Ever: Sex teasing/remarks/jokes?	56
GA95011H	11h.	Ever: Sex calls/hoots/whistles?	57
GA95011I	11i.	Ever: Proposal to partic sex acts?	58
GA95011J	11j.	Ever: Other sexual attention?	59
GA95011K	11k.	Ever: Never got unwanted sex attn.	60
GA9511SP	11sp.	Ever: Anything in Specify box?	61
GA95012A	12a.	Last yr: Actual or attempted rape?	62
GA95012B	12b.	Last yr: Pressure for sex favors?	63
GA95012C	12c.	Last yr: Sexually touch, lean, corner?	64
GA95012D	12d.	Last yr: Sexual looks/gestures?	65
GA95012E	12e.	Last yr: Sex materials/calls/letters?	66
GA95012F	12f.	Last yr: Pressure for dates?	67
GA95012G	12g.	Last yr: Sex teasing/remarks/jokes?	68
GA95012H	12h.	Last yr: Sex calls/hoots/whistles?	69
GA95012I	12i.	Last yr: Proposal to partic sex acts?	70
GA95012J	12j.	Last yr: Other sexual attention?	71
GA95012K	12k.	Last yr: Never got unwanted sex attn.	72
GA9512SP	12sp.	Last yr: Anything in Specify box?	73
GA9512FL	12fl.	Last yr: Exper harass imputed	74
GA95013A	13a.	Big sit: Describe the experience you have	75
GA95013B	13b.	Big sit: Describe the experience you have	76
GA95013C	13c.	Big sit: Describe the experience you have	77
GA95013D	13d.	Big sit: Describe the experience you have	78
GA95013E	13e.	Big sit: Describe the experience you have	79
GA95013F	13f.	Big sit: Describe the experience you have	80
GA95013G	13g.	Big sit: Describe the experience you have	81
GA95013H	13h.	Big sit: Describe the experience you have	82
GA95014	14.	Big sit: Occur during TDY/TAD?	83
GA95015A	15a.	Big sit: Actual or attempted rape	84
GA95015B	15b.	Big sit: Pressure for sexual favors	85
GA95015C	15c.	Big sit: Touch made you uncomfort	86
GA95015D	15d.	Big sit: Offensive sexual gestures	87
GA95015E	15e.	Big sit: Display sexist materials	88
GA95015F	15f.	Big sit: Pressure for dates	89
GA95015G	15g.	Big sit: Sexual remark or jokes?	90
GA95015H	15h.	Big sit: Whistled at in sexual way	91
GA95015I	15i.	Big sit: Attempts to get sex partic	92
GA95015J	15j.	Big sit: Other sex-related behavior	93
GA9515SP	15sp.	Big sit: Anything in Specify box?	94

Appendix F: Variable List for the Survey Analysis File

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
GA95016A	16a.	Big sit: You ignored the behavior	95
GA95016B	16b.	Big sit: You avoided the person(s)	96
GA95016C	16c.	Big sit: You asked person to stop	97
GA95016D	16d.	Big sit: U threaten 2 tell/told coworker	98
GA95016E	16e.	Big sit: Reported beh 2 unit commander?	99
GA95016F	16f.	Big sit: Made a joke of the behavior?	100
GA95016G	16g.	Big sit: Went along with the behavior?	101
GA95016H	16h.	Big sit: Transferred/disciplined person	102
GA95016I	16i.	Big sit: U asked another 2 speak for U	103
GA95016J	16j.	Big sit: Threaten to harm person	104
GA95016K	16k.	Big sit: You took some other action	105
GA9516SP	16sp.	Big sit: Any actions in Specify box	106
GA95017	17.	Big sit: How long did it last	107
GA95018	18.	Big sit: How often did it occur	108
GA95019A	19a.	Big sit: Work conditions worse?	109
GA95019B	19b.	Big sit: Denied promotion/good report	110
GA95019C	19c.	Big sit: Transferred to new location	111
GA95019D	19d.	Big sit: I was trans to new location	112
GA95019E	19e.	Big sit: Transfer new site, same install	113
GA95019F	19f.	Big sit: Work conditions better	114
GA95019G	19g.	Big sit: Got promotion/good report	115
GA95019H	19h.	Big sit: No changes occurred	116
GA95020	20.	Big sit: Did you take formal action	117
GA95021A	21a.	Big sit: No report--I took care of it	118
GA95021B	21b.	Big sit: No report--Indiv not at my stat	119
GA95021C	21c.	Big sit: No report--Harasser unknown	120
GA95021D	21d.	Big sit: No report--Others handled	121
GA95021E	21e.	Big sit: No report--Unsure what to do	122
GA95021F	21f.	Big sit: No report--No need	123
GA95021G	21g.	Big sit: No report--Not hurt harasser	124
GA95021H	21h.	Big sit: No report--Too embarrassed	125
GA95021I	21i.	Big sit: No report--Org not do anything	126
GA95021J	21j.	Big sit: No report--Take too much time	127
GA95021K	21k.	Big sit: No report--Hold against/blame	128
GA95021L	21l.	Big sit: No report--Make work unpleasant	129
GA95021M	21m.	Big sit: No report--Labeled troublemaker	130
GA95022A	22a.	Big sit: Reported it to CO	131
GA95022B	22b.	Big sit: Requested mast?	132
GA95022C	22c.	Big sit: Reported it to a special office	133
GA95022D	22d.	Big sit: Reported it to JAG	134
GA95022E	22e.	Big sit: Went above your CO	135
GA95022F	22f.	Big sit: Reported it to IG	136
GA95022G	22g.	Big sit: You requested temp assign	137
GA95022H	22h.	Big sit: Reported it elsewhere	138
GA9522SP	22sp.	Big sit: Reported elsewhere--Specify box	139
GA95023A	23a.	Big sit: Complaint was substantiated	140
GA95023B	23b.	Big sit: Complaint was unsubstantiated	141
GA95023C	23c.	Big sit: Organization corrected sit	142
GA95023D	23d.	Big sit: Action taken against harasser	143
GA95023E	23e.	Big sit: CO/officials hostile to me	144
GA95023F	23f.	Big sit: Complaint--Org took no action	145
GA95023G	23g.	Big sit: Still processing complaint	146
GA95023H	23h.	Big sit: Don't know what action org took	147

# Appendix F: Variable List for the Survey Analysis File

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
GA95024A	24a.	Big sit: Feelings re mil affected	148
GA95024B	24b.	Big sit: Feelings re unit affected	149
GA95024C	24c.	Big sit: Opinion of opp. sex?	150
GA95024D	24d.	Big sit: Opinion of same sex?	151
GA95024E	24e.	Big sit: Feelings about work?	152
GA95024F	24f.	Big sit: Self-esteem?	153
GA95024G	24g.	Big sit: Opinion of superiors?	154
GA95024H	24h.	Big sit: Emotional condition?	155
GA95024I	24i.	Big sit: Physical condition?	156
GA95024J	24j.	Big sit: Abil. to work w/ others?	157
GA95024K	24k.	Big sit: Quality of your work?	158
GA95024L	24l.	Big sit: Quantity of your work?	159
GA95024M	24m.	Big sit: Effect on spousal relations	160
GA95024N	24n.	Big sit: Effect on other family relation	161
GA95024O	24o.	Big sit: Effect on work attendance	162
GA95024P	24p.	Big sit: Effect on overall fitness	163
GA95024Q	24q.	Big sit: Effect on readiness?	164
GA95024R	24r.	Big sit: Effect on job attitude	165
GA95024S	24s.	Big sit: Effect on sense of job control	166
GA95025	25.	Big sit: Others know of the harass?	167
GA95026	26.	Big sit: Others tell harasser to stop?	168
GA95027A	27a.	Big sit: Caused by immed mil super	169
GA95027B	27b.	Big sit: Caused by immed civ super	170
GA95027C	27c.	Big sit: Caused by Unit commander	171
GA95027D	27d.	Big sit: Caused by mil of higher rank	172
GA95027E	27e.	Big sit: Caused by mil coworker(s)	173
GA95027F	27f.	Big sit: Caused by civ coworker(s)	174
GA95027G	27g.	Big sit: Caused by mil subordinate(s)	175
GA95027H	27h.	Big sit: Caused by civ subordinate(s)	176
GA95027I	27i.	Big sit: Caused by other mil personnel	177
GA95027J	24j.	Big sit: Caused by other civ personnel	178
GA95027K	27k.	Big sit: Caused by unknown others	179
GA95028	28.	Big sit: Harasser(s) in your unit?	180
GA95029A	29a.	Big sit: Gender of harasser(s)	181
GA95029B	29b.	Big sit: Age of harasser(s)?	182
GA95029C	29c.	Big sit: Race/ethnic of harasser(s)	183
GA9529D1	29d1.	Big sit: Harasser mar stat: Married	184
GA9529D2	29d2.	Big sit: Harasser mar stat: Single	185
GA9529D3	29d3.	Big sit: Harasser mar stat: Div/sep/wid	186
GA9529D4	29d4.	Big sit: Harasser mar stat: Unknown	187
GA9529E1	29e1.	Big sit: Harasser? U.S. military	188
GA9529E2	29e2.	Big sit: Harasser? Civ employee	189
GA9529E3	29e3.	Big sit: Harasser? Civ contractor	190
GA9529E4	29e4.	Big sit: Harasser? DoD foreign employee	191
GA9529E5	29e5.	Big sit: Harasser? Local civ resident	192
GA9529E6	29e6.	Big sit: Harasser? Local foreign resid	193
GA9529E7	29e7.	Big sit: Harasser? Unknown	194
GA95030	30.	Big sit: Time in active duty before expr	195
GA95031	31.	Big sit: Harasser bother other personnel	196
GA95032	32.	Big sit: Seek medical/emotional help	197

# Appendix F: Variable List for the Survey Analysis File

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
GA95033A	33a.	Big sit: Didn't discuss or seek advice	198
GA95033B	33b.	Big sit: Briefly talked w/friends	199
GA95033C	33c.	Big sit: Briefly talked w/family	200
GA95033D	33d.	Big sit: Long talk w/friends	201
GA95033E	33e.	Big sit: Long talk w/family	202
GA95033F	33f.	Big sit: Talked w/co-workers	203
GA95033G	33g.	Big sit: Talked off-record w/unit CO	204
GA95033H	33h.	Big sit: Asked advice from friends	205
GA95033I	33i.	Big sit: Asked advice from family	206
GA95033J	33j.	Big sit: Asked advice from coworkers	207
GA95033K	33k.	Big sit: I sought religious counseling	208
GA95033L	33l.	Big sit: Took other form of action	209
GA9533SP	33sp.	Big sit: Any other action in Specify box	210
GA95034	34.	Big sit: Used leave because of SH	211
GA95035	35.	Big sit: Affected my productivity/perf	212
GA95036	36.	Big sit: How long productivity suffer	213
GA95037	37.	Big sit: Gender mix of work group	214
GA95038	38.	Big sit: Gender of super	215
GA95039	39.	Big sit: 1st of your sex in this work	216-217
GA95041	41.	Big sit: Were you a supervisor then	218
GA95042	42.	Big sit: How many in your group then	219
GA95043	43.	Big sit: You have own work space then	220
GA95044	44.	Big sit: Your marital status then	221
GA95045	45.	Big sit: Occur CONUS/OCONUS/at sea	222
GA95047	47.	Big sit: If occurred CONUS--Geo locale	223-224
SRSEX	48.	Respondent's gender	225
SRMARST	53.	Respondent's marital status	226
SRSVC	54.	Respondent's Service	227
SRDATE	56.	Date questionnaire was completed	228-233
SRDATEFL	56.	Date questionnaire was completed	234-239
SRMO	133mo.	Date questionnaire was completed - month	240
SRDAY	133da.	Date questionnaire was completed - day	241
COMMENT	Sec. 4	Comments	242

# Appendix F: Variable List for the Survey Analysis File

VARIABLE NAME	ITEM NUMBER	LABEL	PAGE
INFORMATION ON OPERATIONS			
MISS_9		COUNT OF -9/.	243
MISS_8		COUNT OF -8/.A	244
MISS_7		COUNT OF -7/.O	245
MISS_6		COUNT OF -6/.N	246-247
MISS_4		COUNT OF -4/.I	248
MISS_2		COUNT OF -2/.M	249
MISS_TOT		SUM OF ALL MISS VARIABLES	250
BATCH		DRC Batch number	251-252
SERIAL		DRC Serial number	253
LITHO		DRC Litho Code	254
SCANDATE		Date Scanned	255-256
INRECNO		Input Record Number	257
MAILING		Mailing Number	258
MATSEX		Gender Match Flag	259
MATRACE		Race Match Flag	260
MATSVC		Service Match Flag	261
MATPG		Pay Grade Match Flag	262
INFORMATION ON WEIGHTING			
WCSTRAT		Weighting class strata	263-267
WGHT_FLG		Record weighted as respondent flag	268
ELIG_FLG		Eligibility flag	269
NWCSTRAT		Frame count in weighting class strata	270-274
FINAL_WT		Final Analysis Weight	275
INFORMATION FROM RECORDS & FOR ANALYSIS			
DMDC_ID		DMDC randomly assigned ID	276
SEX		Gender on DMDC Records When Sampled	277
SVC		Service on DMDC Records When Sampled	278
COMP		Component from DMDC Records When Sampled	279
RSERVICE		Service from SVC & COMP for Sampling	280
LOCATION		Location from DMDC Records When Sampled	281
OCCLS		Occupation Classification - % Female Rep	282
R_SRAGE		Recoded Respondent's Age	283-284
R_SRED		Recoded Respondent's Education	285
RGA95040		Paygrade at onset of harassment	286
XSEX		Constructed: Sex	287
XSVC		Constructed: Service	288
XRCE		Constructed: Race	289
XRACETH		Constructed: Race-ethnicity	290
XPAYGRD2		Constructed: Paygrade	291
INCTYP_A		Any Type of Unwanted Behavior (88 Form)	292
INCTYP_C		Any Type of Unwanted Behavior (Form C)	293

## **Appendix G**

### **Frequency and Percentage Distributions for Variables in the Survey Analysis File**

1995 Status of the Armed Forces Survey (SAFS) - Form A

FORM - This variable identifies the survey form.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0001-0001	1		\$DOC	CHAR	1	\$CHAR2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
14658	100.0	A	A	Form A
14658	100.0	TOTALS		



1995 Status of the Armed Forces Survey (SAFS) - Form A

GA95001 - If you have worked outside the active-duty military, would you say that there is more or less unwanted sexual attention in non-military jobs?

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0002-0003	2		A MRLESS	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
141	1.0	-9	.	No response, invalid skip
3	0.0	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
1220	8.3	0	0	I have never observed unwanted sexual attention in either active-duty military or non-military jobs
1419	9.7	1	1	I have never held a nonmilitary job
2710	18.5	2	2	There is more in nonmilitary jobs
3982	27.2	3	3	There is about the same in military and nonmilitary jobs
2137	14.6	4	4	There is less in nonmilitary jobs
1987	13.6	99	99	Don't know/Can't judge
14658	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms			
A	B	C	88
			GA88001

1995 Status of the Armed Forces Survey (SAFS) - Form A

GA95002 - Please read the statements below and select the one which best represents the attitude toward sexual harassment of the commanding officer at your base/post.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0004-0005	2		A COATTD	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
235	1.6	-9	.	No response, invalid skip
23	0.2	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
6231	42.5	1	1	The CO very ACTIVELY DISCOURAGES sexual harassment
3216	21.9	2	2	The CO has spoken out against it AND does seem to want it stopped
625	4.3	3	3	The CO has NOT spoken out against it BUT seems to want it stopped
455	3.1	4	4	The CO HAS spoken out against it BUT really seems not to care about it
134	0.9	5	5	The CO seems uninformed about sexual harassment
202	1.4	6	6	The CO may or may not have spoken out against sexual harassment but really seems to condone it
249	1.7	7	7	The CO has NOT spoken out against it AND seems not to care about it

(CONTINUED)

1995 Status of the Armed Forces Survey (SAFS) - Form A

GA95002 - Please read the statements below and select the one which best represents the attitude toward sexual harassment of the commanding officer at your base/post.

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
17	0.1	8	8	The CO seems to actually encourage sexual harassment
2212	15.1	9	9	The CO's attitude is unknown/The CO is new/The subject hasn't come up
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
			GA88002

1995 Status of the Armed Forces Survey (SAFS) - Form A

For each person or organization given below, please give your opinion about whether it or they make honest and reasonable efforts to stop sexual harassment in the active-duty military, regardless of what is said officially.

GA95003A - Senior leadership of my Service.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0006-0007	2		A YN1	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
155	1.1	-9	.	No response, invalid skip
6	0.0	-8	.A	Multiple response error
343	2.3	-6	.N	Not Applicable
1059	7.2	-1	.B	No survey returned
914	6.2	0	0	No
9436	64.4	1	1	Yes
2745	18.7	98	98	No Opinion
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms			
A	B	C	88
	*	*	GA88003A

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

For each person or organization given below, please give your opinion about whether it or they make honest and reasonable efforts to stop sexual harassment in the active-duty military, regardless of what is said officially.

GA95003B - Senior leadership on my installation/ship.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0008-0009	2		A YN1	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
154	1.1	-9	.	No response, invalid skip
5	0.0	-8	.A	Multiple response error
966	6.6	-6	.N	Not Applicable
1059	7.2	-1	.B	No survey returned
920	6.3	0	0	No
8803	60.1	1	1	Yes
2751	18.8	98	98	No Opinion
14658	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms			
A	B	C	88
	*	*	GA88003B

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

For each person or organization given below, please give your opinion about whether it or they make honest and reasonable efforts to stop sexual harassment in the active-duty military, regardless of what is said officially.

GA95003C - My immediate supervisor/commanding officer.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0010-0011	2		A YN1	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
158	1.1	-9	.	No response, invalid skip
6	0.0	-8	.A	Multiple response error
256	1.7	-6	.N	Not Applicable
1059	7.2	-1	.B	No survey returned
1420	9.7	0	0	No
9512	64.9	1	1	Yes
2247	15.3	98	98	No Opinion
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms			
A	B	C	88
	*	*	GA88003C

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

For each person or organization given below, please give your opinion about whether it or they make honest and reasonable efforts to stop sexual harassment in the active-duty military, regardless of what is said officially.

GA95003D - Other unit commanders I've had.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0012-0013	2		A YN1	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
171	1.2	-9	.	No response, invalid skip
12	0.1	-8	.A	Multiple response error
1878	12.8	-6	.N	Not Applicable
1059	7.2	-1	.B	No survey returned
1565	10.7	0	0	No
7608	51.9	1	1	Yes
2365	16.1	98	98	No Opinion
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
			GA88003D

1995 Status of the Armed Forces Survey (SAFS) - Form A

For each person or organization given below, please give your opinion about whether it or they make honest and reasonable efforts to stop sexual harassment in the active-duty military, regardless of what is said officially.

GA95003E - My training instructor(s).

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0014-0015	2		A YN1	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
178	1.2	-9	.	No response, invalid skip
3	0.0	-8	.A	Multiple response error
2699	18.4	-6	.N	Not Applicable
1059	7.2	-1	.B	No survey returned
1456	9.9	0	0	No
6462	44.1	1	1	Yes
2801	19.1	98	98	No Opinion
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms			
A	B	C	88
			GA88003E



1995 Status of the Armed Forces Survey (SAFS) - Form A

For each person or organization given below, please give your opinion about whether it or they make honest and reasonable efforts to stop sexual harassment in the active-duty military, regardless of what is said officially.

GA95003F - Commanding officers at my other assignment stations.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0016-0017	2		A YN1	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
138	0.9	-9	.	No response, invalid skip
10	0.1	-8	.A	Multiple response error
2440	16.6	-6	.N	Not Applicable
1059	7.2	-1	.B	No survey returned
1191	8.1	0	0	No
7533	51.4	1	1	Yes
2287	15.6	98	98	No Opinion
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms			
A	B	C	88
			GA88003F

1995 Status of the Armed Forces Survey (SAFS) - Form A

Have you ever requested a transfer or considered leaving the active-duty military because someone was bothering you sexually?

GA95004A - No.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0018-0019	2		A MKALL	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
80	0.5	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
2276	15.5	0	0	Not Marked
11243	76.7	1	1	Marked
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms				
A	B	C	88	
			GA88004A	

1995 Status of the Armed Forces Survey (SAFS) - Form A

Have you ever requested a transfer or considered leaving the active-duty military because someone was bothering you sexually?

GA95004B - No, but I have considered asking for a transfer.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0020-0021	2		A MKALL	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
80	0.5	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
12352	84.3	0	0	Not Marked
1167	8.0	1	1	Marked
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
	*	*	GA88004B

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

Have you ever requested a transfer or considered leaving the active-duty military because someone was bothering you sexually?

GA95004C - Yes, I have requested a transfer and have been transferred.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0022-0023	2		A MKALL	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
80	0.5	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
13216	90.2	0	0	Not Marked
303	2.1	1	1	Marked
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
	*	*	GA88004C

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

Have you ever requested a transfer or considered leaving the active-duty military because someone was bothering you sexually?

GA95004D - Yes, I have requested a transfer but am awaiting transfer.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0024-0025	2		A MKALL	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
80	0.5	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
13456	91.8	0	0	Not Marked
63	0.4	1	1	Marked
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms				
A	B	C	88	
	*	*	GA88004D	

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

Have you ever requested a transfer or considered leaving the active-duty military because someone was bothering you sexually?

GA95004E - Yes, I have considered leaving the military due to sexual harassment but decided to stay.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0026-0027	2	A MKALL	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
80	0.5	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
12723	86.8	0	0	Not Marked
796	5.4	1	1	Marked
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms

A	B	C	88
	*	*	GA88004E

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

Have you ever requested a transfer or considered leaving the active-duty military because someone was bothering you sexually?

GA95004F - Yes, I am considering leaving now due to sexual harassment.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0028-0029	2		A MKALL	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
80	0.5	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
13343	91.0	0	0	Not Marked
176	1.2	1	1	Marked
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms

A	B	C	88
	*	*	GA88004F

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

GA95005 - Do you, from your own knowledge or from what the person(s) said, know anyone who has experienced sexual harassment while on duty? Do not include yourself.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0030-0031	2		A ANYONE	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
177	1.2	-9	.	No response, invalid skip
1	0.0	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
4741	32.3	0	0	No, I don't know anyone
3012	20.5	1	1	I know one person
2287	15.6	2	2	I know two people
978	6.7	3	3	I know three people
2403	16.4	4	4	I know four or more people
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms				
A	B	C	88	
			GA88005	



1995 Status of the Armed Forces Survey (SAFS) - Form A

In most cases, how effective do you think it is for personnel to take each action given below to make others stop bothering them sexually?

GA95006A - Ignoring the behavior.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0032-0033	2		A EFFECT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
124	0.8	-9	.	No response, invalid skip
8	0.1	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
4957	33.8	1	1	Makes Things Worse
4873	33.2	2	2	Not Effective
3042	20.8	3	3	Somewhat Effective
466	3.2	4	4	Effective
129	0.9	5	5	Very Effective
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
			GA88006A

1995 Status of the Armed Forces Survey (SAFS) - Form A

In most cases, how effective do you think it is for personnel to take each action given below to make others stop bothering them sexually?

GA95006B - Avoiding the person(s).

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0034-0035	2		A EFFECT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
132	0.9	-9	.	No response, invalid skip
28	0.2	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
1730	11.8	1	1	Makes Things Worse
5637	38.5	2	2	Not Effective
4909	33.5	3	3	Somewhat Effective
932	6.4	4	4	Effective
231	1.6	5	5	Very Effective
14658	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms			
A	B	C	88
			GA88006B

1995 Status of the Armed Forces Survey (SAFS) - Form A

In most cases, how effective do you think it is for personnel to take each action given below to make others stop bothering them sexually?

GA95006C - Asking or telling the person(s) to stop.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0036-0037	2		A EFFECT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
168	1.1	-9	.	No response, invalid skip
20	0.1	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
509	3.5	1	1	Makes Things Worse
1053	7.2	2	2	Not Effective
5750	39.2	3	3	Somewhat Effective
4506	30.7	4	4	Effective
1593	10.9	5	5	Very Effective
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms			
A	B	C	88
			GA88006C

1995 Status of the Armed Forces Survey (SAFS) - Form A

In most cases, how effective do you think it is for  
personnel to take each action given below to make others  
stop bothering them sexually?

GA95006D - Threatening to tell or telling co-worker(s).

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0038-0039	2		A EFFECT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
224	1.5	-9	.	No response, invalid skip
10	0.1	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
1087	7.4	1	1	Makes Things Worse
2077	14.2	2	2	Not Effective
5068	34.6	3	3	Somewhat Effective
3683	25.1	4	4	Effective
1450	9.9	5	5	Very Effective
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
			GA88006D

1995 Status of the Armed Forces Survey (SAFS) - Form A

In most cases, how effective do you think it is for personnel to take each action given below to make others stop bothering them sexually?

GA95006E - Threatening to tell the person(s)' unit commander(s).

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0040-0041	2		A EFFECT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
346	2.4	-9	.	No response, invalid skip
8	0.1	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
668	4.6	1	1	Makes Things Worse
849	5.8	2	2	Not Effective
3619	24.7	3	3	Somewhat Effective
4410	30.1	4	4	Effective
3699	25.2	5	5	Very Effective
14658	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms			
A	B	C	88
			GA88006E

1995 Status of the Armed Forces Survey (SAFS) - Form A

In most cases, how effective do you think it is for personnel to take each action given below to make others stop bothering them sexually?

GA95006F - Reporting the behavior to the person(s)' unit commander(s) or others up the chain.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0042-0043	2		A EFFECT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
238	1.6	-9	.	No response, invalid skip
8	0.1	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
509	3.5	1	1	Makes Things Worse
340	2.3	2	2	Not Effective
2019	13.8	3	3	Somewhat Effective
4540	31.0	4	4	Effective
5945	40.6	5	5	Very Effective
14658	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms				
A	B	C	88	
			GA88006F	

1995 Status of the Armed Forces Survey (SAFS) - Form A

In most cases, how effective do you think it is for personnel to take each action given below to make others stop bothering them sexually?

GA95006G - Filing a formal complaint.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0044-0045	2		A EFFECT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
176	1.2	-9	.	No response, invalid skip
19	0.1	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
550	3.8	1	1	Makes Things Worse
423	2.9	2	2	Not Effective
1796	12.3	3	3	Somewhat Effective
4275	29.2	4	4	Effective
6360	43.4	5	5	Very Effective
14658	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms

A	B	C	88
			GA88006G

1995 Status of the Armed Forces Survey (SAFS) - Form A

In most cases, how effective do you think it is for personnel to take each action given below to make others stop bothering them sexually?

GA95006H - Threatening to tell the person(s)' spouse(s).

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0046-0047	2		A EFFECT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
327	2.2	-9	.	No response, invalid skip
9	0.1	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
1889	12.9	1	1	Makes Things Worse
2847	19.4	2	2	Not Effective
3967	27.1	3	3	Somewhat Effective
2524	17.2	4	4	Effective
2036	13.9	5	5	Very Effective
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
			GA88006H



1995 Status of the Armed Forces Survey (SAFS) - Form A

In most cases, how effective do you think it is for personnel to take each action given below to make others stop bothering them sexually?

GA95006I - Threatening to tell your own spouse or mate.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0048-0049	2		A EFFECT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
446	3.0	-9	.	No response, invalid skip
6	0.0	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
1563	10.7	1	1	Makes Things Worse
3947	26.9	2	2	Not Effective
4107	28.0	3	3	Somewhat Effective
2199	15.0	4	4	Effective
1331	9.1	5	5	Very Effective
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms			
A	B	C	88
			GA88006I

1995 Status of the Armed Forces Survey (SAFS) - Form A

In most cases, how effective do you think it is for  
personnel to take each action given below to make others  
stop bothering them sexually?

GA95006J - Threatening some drastic action outside channels if the  
person(s) doesn't (don't) stop.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0050-0051	2		A EFFECT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
329	2.2	-9	.	No response, invalid skip
6	0.0	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
2358	16.1	1	1	Makes Things Worse
3496	23.9	2	2	Not Effective
3727	25.4	3	3	Somewhat Effective
2210	15.1	4	4	Effective
1473	10.0	5	5	Very Effective
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms			
A	B	C	88
			GA88006J

1995 Status of the Armed Forces Survey (SAFS) - Form A

In most cases, how effective do you think it is for personnel to take each action given below to make others stop bothering them sexually?

GA95006K - Becoming extra firm and professional at work.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0052-0053	2		A EFFECT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
274	1.9	-9	.	No response, invalid skip
10	0.1	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
540	3.7	1	1	Makes Things Worse
3964	27.0	2	2	Not Effective
5045	34.4	3	3	Somewhat Effective
2542	17.3	4	4	Effective
1224	8.4	5	5	Very Effective
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
			GA88006K

1995 Status of the Armed Forces Survey (SAFS) - Form A

In most cases, how effective do you think it is for personnel to take each action given below to make others stop bothering them sexually?

GA95006L - Other (Specify).

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0054-0055	2		A EFFECT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12643	86.3	-9	.	No response, invalid skip
3	0.0	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
68	0.5	1	1	Makes Things Worse
106	0.7	2	2	Not Effective
157	1.1	3	3	Somewhat Effective
197	1.3	4	4	Effective
425	2.9	5	5	Very Effective
14658	100.0	TOTALS		

The Same Item in Other Forms			
A	B	C	88
			GA88006L

1995 Status of the Armed Forces Survey (SAFS) - Form A

In most cases, how effective do you think it is for personnel to take each action given below to make others stop bothering them sexually?

GA9506SP - Other (Specify) - Other specify.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0056-0057	2		A WRT1	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12387	84.5	-6	.N	Not applicable, valid skip
259	1.8	-2	.M	Implied Continuation. Scanner detected something in the Specify box, but an "Other" bubble was not marked.
1059	7.2	-1	.B	No survey returned
318	2.2	0	0	No text entered, but respondent marked an "Other" bubble.
635	4.3	1	1	Text entered, and respondent marked an "Other" bubble.
14658	100.0	TOTALS		

CODING REPRESENTS WHETHER PERSON ENTERED ANYTHING IN THE 'PLEASE SPECIFY BELOW' AREA FOR ACTIONS TAKEN TO MAKE OTHERS STOP BOTHERING THEM SEXUALLY.

1995 Status of the Armed Forces Survey (SAFS) - Form A

GA95007 - Do you personally know anyone in the active-duty military who, in your opinion, was unfairly accused of sexual harassment (officially or unofficially) in the past year?

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0058-0059	2		A YN2	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
54	0.4	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
8498	58.0	0	0	No
3323	22.7	1	1	Yes
1724	11.8	98	98	Not sure
14658	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms

A	B	C	88
			GA88007

1995 Status of the Armed Forces Survey (SAFS) - Form A

GA95008 - Was there any sexual talk or behavior at work during the past year that, overall, created an offensive, hostile or intimidating environment for you?

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0060-0061	2		A AMOUNT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
148	1.0	-9	.	No response, invalid skip
2	0.0	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
6249	42.6	0	0	Never
3512	24.0	1	1	Rarely
2812	19.2	2	2	Sometimes
580	4.0	3	3	Most of the time
296	2.0	4	4	Always
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
	*	*	GA88008

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

Listed below are some actions which might be taken in an effort to reduce sexual harassment. We ask you to indicate whether any of these actions has been taken at your current duty station.

GA95009A - Establishing policies prohibiting sexual harassment.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0062-0063	2		A YNDN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
60	0.4	-9	.	No response, invalid skip
3	0.0	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
355	2.4	0	0	No
11776	80.3	1	1	Yes
1405	9.6	99	99	Don't Know
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms			
A	B	C	88
	GB95109A	GB95109A	GA88009A



1995 Status of the Armed Forces Survey (SAFS) - Form A

Listed below are some actions which might be taken in an effort to reduce sexual harassment. We ask you to indicate whether any of these actions has been taken at your current duty station.

GA95009B - Providing swift and thorough investigation of sexual harassment complaints.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0064-0065	2		A YNDN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
65	0.4	-9	.	No response, invalid skip
1	0.0	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
1117	7.6	0	0	No
5835	39.8	1	1	Yes
6581	44.9	99	99	Don't Know
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms			
A	B	C	88
	*	*	GA88009B

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

Listed below are some actions which might be taken in an effort to reduce sexual harassment. We ask you to indicate whether any of these actions has been taken at your current duty station.

GA95009C - Enforcing penalties against unit commanders or other superiors who allow sexual harassment to continue.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0066-0067	2		A YNDN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
84	0.6	-9	.	No response, invalid skip
3	0.0	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
1682	11.5	0	0	No
3155	21.5	1	1	Yes
8675	59.2	99	99	Don't Know
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
	GB95109D	GB95109D	GA88009C

1995 Status of the Armed Forces Survey (SAFS) - Form A

Listed below are some actions which might be taken in an effort to reduce sexual harassment. We ask you to indicate whether any of these actions has been taken at your current duty station.

GA95009D - Enforcing penalties against sexual harassers.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0068-0069	2		A YNDN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
85	0.6	-9	.	No response, invalid skip
3	0.0	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
1249	8.5	0	0	No
6344	43.3	1	1	Yes
5918	40.4	99	99	Don't Know
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
	GB95109C	GB95109C	GA88009D

1995 Status of the Armed Forces Survey (SAFS) - Form A

Listed below are some actions which might be taken in an effort to reduce sexual harassment. We ask you to indicate whether any of these actions has been taken at your current duty station.

GA95009E - Publicizing the availability of formal complaint channels.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0070-0071	2		A YNDN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
121	0.8	-9	.	No response, invalid skip
2	0.0	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
1638	11.2	0	0	No
8678	59.2	1	1	Yes
3160	21.6	99	99	Don't Know
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
	GB95109F	GB95109F	GA88009E

1995 Status of the Armed Forces Survey (SAFS) - Form A

Listed below are some actions which might be taken in an effort to reduce sexual harassment. We ask you to indicate whether any of these actions has been taken at your current duty station.

GA95009F - Providing counseling services for victims of sexual harassment.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0072-0073	2		A YNDN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
119	0.8	-9	.	No response, invalid skip
2	0.0	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
1479	10.1	0	0	No
4611	31.5	1	1	Yes
7388	50.4	99	99	Don't Know
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
	GB95109G	GB95109G	GA88009F

1995 Status of the Armed Forces Survey (SAFS) - Form A

Listed below are some actions which might be taken in an effort to reduce sexual harassment. We ask you to indicate whether any of these actions has been taken at your current duty station.

GA95009G - Providing awareness training for active military personnel.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0074-0075	2		A YNDN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
135	0.9	-9	.	No response, invalid skip
3	0.0	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
1010	6.9	0	0	No
10754	73.4	1	1	Yes
1697	11.6	99	99	Don't Know
14658	100.0	TOTALS		

The Same Item in Other Forms			
A	B	C	88
	*	*	GA88009G

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

Listed below are some actions which might be taken in an effort to reduce sexual harassment. We ask you to indicate whether any of these actions has been taken at your current duty station.

GA95009H - Providing awareness training for unit commanders and Equal Opportunity officials.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0076-0077	2		A YNDN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
102	0.7	-9	.	No response, invalid skip
1	0.0	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
516	3.5	0	0	No
7145	48.7	1	1	Yes
5835	39.8	99	99	Don't Know
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms

A	B	C	88
	GB95109J	GB95109J	GA88009H

1995 Status of the Armed Forces Survey (SAFS) - Form A

Listed below are some actions which might be taken in an effort to reduce sexual harassment. We ask you to indicate whether any of these actions has been taken at your current duty station.

GA95009I - Establishing a specific office at each base/post which has the authority to investigate complaints regarding sexual harassment, to provide remedies for victims and/or penalties against harassers.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0078-0079	2	A YNDN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
142	1.0	-9	.	No response, invalid skip
3	0.0	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
1167	8.0	0	0	No
6398	43.6	1	1	Yes
5889	40.2	99	99	Don't Know
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
	*	*	GA88009I

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.



1995 Status of the Armed Forces Survey (SAFS) - Form A

Listed below are some actions which might be taken in an effort to reduce sexual harassment. We ask you to indicate whether any of these actions has been taken at your current duty station.

GA95009J - Other action (Specify).

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0080-0081	2		A YNDN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12739	86.9	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
179	1.2	0	0	No
245	1.7	1	1	Yes
436	3.0	99	99	Don't Know
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
			GA88009J

1995 Status of the Armed Forces Survey (SAFS) - Form A

Listed below are some actions which might be taken in an effort to reduce sexual harassment. We ask you to indicate whether any of these actions has been taken at your current duty station.

GA9509SP - Other action (Specify) - Other specify.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0082-0083	2		A WRT1	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12569	85.7	-6	.N	Not applicable, valid skip
170	1.2	-2	.M	Implied Continuation. Scanner detected something in the Specify box, but an "Other" bubble was not marked.
1059	7.2	-1	.B	No survey returned
622	4.2	0	0	No text entered, but respondent marked an "Other" bubble.
238	1.6	1	1	Text entered, and respondent marked an "Other" bubble.
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

CODING REPRESENTS WHETHER PERSON ENTERED ANYTHING IN THE 'PLEASE SPECIFY BELOW' AREA FOR ACTIONS TAKEN AT THE RESPONDENT'S CURRENT DUTY STATION TO REDUCE SEXUAL HARASSMENT.

1995 Status of the Armed Forces Survey (SAFS) - Form A

Have you ever observed American military personnel at your current duty station sexually harassing any nonmilitary persons listed below?

GA95010A - One or more civilian employee(s) of the Department of Defense (DoD), one of the Services or Coast Guard.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0084-0085	2		A MKALL	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
104	0.7	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
12550	85.6	0	0	Not Marked
945	6.4	1	1	Marked
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms				
A	B	C	88	
			GA88010A	

1995 Status of the Armed Forces Survey (SAFS) - Form A

Have you ever observed American military personnel at your current duty station sexually harassing any nonmilitary persons listed below?

GA95010B - One or more local civilian residents.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0086-0087	2		A MKALL	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
104	0.7	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
11787	80.4	0	0	Not Marked
1708	11.7	1	1	Marked
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
			GA88010B

1995 Status of the Armed Forces Survey (SAFS) - Form A

Have you ever observed American military personnel at your current duty station sexually harassing any nonmilitary persons listed below?

GA95010C - One or more foreign national employee(s) of the DoD, of the Services or Coast Guard.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0088-0089	2		A MKALL	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
104	0.7	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
13201	90.1	0	0	Not Marked
294	2.0	1	1	Marked
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
			GA88010C

1995 Status of the Armed Forces Survey (SAFS) - Form A

Have you ever observed American military personnel at your current duty station sexually harassing any nonmilitary persons listed below?

GA95010D - One or more other foreign national(s).

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0090-0091	2		A MKALL	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
104	0.7	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
12851	87.7	0	0	Not Marked
644	4.4	1	1	Marked
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
			GA88010D

1995 Status of the Armed Forces Survey (SAFS) - Form A

Have you ever observed American military personnel at your current duty station sexually harassing any nonmilitary persons listed below?

GA95010E - Civilian contractors with DoD/one of Services.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0092-0093	2		A MKALL	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
104	0.7	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
13144	89.7	0	0	Not Marked
351	2.4	1	1	Marked
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
			GA88010E

1995 Status of the Armed Forces Survey (SAFS) - Form A

Have you ever observed American military personnel at your current duty station sexually harassing any nonmilitary persons listed below?

GA95010F - No, I have NOT observed American military personnel sexually harassing any nonmilitary person(s) listed.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0094-0095	2		A MKALL	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
104	0.7	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
2562	17.5	0	0	Not Marked
10933	74.6	1	1	Marked
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
			GA88010F



1995 Status of the Armed Forces Survey (SAFS) - Form A

Have YOU EVER RECEIVED any of the following kinds of  
UNINVITED and UNWANTED sexual attention from someone AT WORK  
while serving in the active-duty military?

GA95011A - Actual or attempted rape or sexual assault.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0096-0097	2		A MKALL	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
377	2.6	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
12552	85.6	0	0	Not Marked
670	4.6	1	1	Marked
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
		GA95011A	GA88011A

1995 Status of the Armed Forces Survey (SAFS) - Form A

Have YOU EVER RECEIVED any of the following kinds of  
UNINVITED and UNWANTED sexual attention from someone AT WORK  
while serving in the active-duty military?

GA95011B - Unwanted, uninvited pressure for sexual favors (Example:  
Someone tried to talk you into performing a certain sexual  
act with/or for them, maybe promising a reward).

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0098-0099	2		A MKALL	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
377	2.6	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
12064	82.3	0	0	Not Marked
1158	7.9	1	1	Marked
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
		GA95011B	GA88011B

1995 Status of the Armed Forces Survey (SAFS) - Form A

Have YOU EVER RECEIVED any of the following kinds of  
UNINVITED and UNWANTED sexual attention from someone AT WORK  
while serving in the active-duty military?

GA95011C - Unwanted, uninvited touching, leaning over, cornering,  
pinching or brushing against of a deliberately sexual  
nature.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0100-0101	2		A MKALL	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
377	2.6	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
9653	65.9	0	0	Not Marked
3569	24.3	1	1	Marked
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
		GA95011C	GA88011C

1995 Status of the Armed Forces Survey (SAFS) - Form A

Have YOU EVER RECEIVED any of the following kinds of  
UNINVITED and UNWANTED sexual attention from someone AT WORK  
while serving in the active-duty military?

GA95011D - Unwanted, uninvited sexually suggestive looks, gestures or  
body language (Example: Someone at work kept staring at your  
sexual body parts).

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0102-0103	2	A MKALL	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
377	2.6	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
9531	65.0	0	0	Not Marked
3691	25.2	1	1	Marked
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
		GA95011D	GA88011D

1995 Status of the Armed Forces Survey (SAFS) - Form A

Have YOU EVER RECEIVED any of the following kinds of  
UNINVITED and UNWANTED sexual attention from someone AT WORK  
while serving in the active-duty military?

GA95011E - Unwanted, uninvited letters, telephone calls, or materials  
of a sexual nature (Examples: Someone at work called you and  
said foul things, someone at work brought nude pictures for  
you to look at, someone sent you letters suggesting that you  
and the person have sex).

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0104-0105	2	A MKALL	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
377	2.6	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
11973	81.7	0	0	Not Marked
1249	8.5	1	1	Marked
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
		GA95011E	GA88011E

1995 Status of the Armed Forces Survey (SAFS) - Form A

Have YOU EVER RECEIVED any of the following kinds of  
UNINVITED and UNWANTED sexual attention from someone AT WORK  
while serving in the active-duty military?

GA95011F - Unwanted, uninvited pressure for dates (Example: A superior  
kept pressuring you to go out).

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0106-0107	2		A MKALL	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
377	2.6	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
11046	75.4	0	0	Not Marked
2176	14.8	1	1	Marked
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
		GA95011F	GA88011F

1995 Status of the Armed Forces Survey (SAFS) - Form A

Have YOU EVER RECEIVED any of the following kinds of  
UNINVITED and UNWANTED sexual attention from someone AT WORK  
while serving in the active-duty military?

GA95011G - Unwanted, uninvited sexual teasing, jokes, remarks or  
questions (Examples: Someone told you that you have a nice  
body, someone asked you how your sex life is, someone told  
crude jokes to embarrass you, someone jokingly made some  
comment about how you might perform in bed).

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0108-0109	2	A MKALL	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
377	2.6	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
8483	57.9	0	0	Not Marked
4739	32.3	1	1	Marked
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
		GA95011G	GA88011G

1995 Status of the Armed Forces Survey (SAFS) - Form A

Have YOU EVER RECEIVED any of the following kinds of  
UNINVITED and UNWANTED sexual attention from someone AT WORK  
while serving in the active-duty military?

GA95011H - Unwanted, uninvited whistles, calls, hoots or yells of a  
sexual nature (Example: One or more persons whistled at you  
or yelled some sexual things at you from a window or from a  
car driving past you).

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0110-0111	2	A MKALL	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
377	2.6	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
10670	72.8	0	0	Not Marked
2552	17.4	1	1	Marked
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
		GA95011H	GA88011H



1995 Status of the Armed Forces Survey (SAFS) - Form A

Have YOU EVER RECEIVED any of the following kinds of  
UNINVITED and UNWANTED sexual attention from someone AT WORK  
while serving in the active-duty military?

GA95011I - Unwanted, uninvited attempts to get your participation in  
any other kinds of sexually oriented activities (Examples:  
Someone tried to get you involved in group sex, or to pose  
for nude films, or to seduce someone for fun).

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0112-0113	2	A MKALL	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
377	2.6	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
12733	86.9	0	0	Not Marked
489	3.3	1	1	Marked
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
		GA95011I	GA88011I

1995 Status of the Armed Forces Survey (SAFS) - Form A

Have YOU EVER RECEIVED any of the following kinds of  
UNINVITED and UNWANTED sexual attention from someone AT WORK  
while serving in the active-duty military?

GA95011J - Other unwanted, uninvited attention of a sexual nature  
(Specify).

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0114-0115	2		A MKALL	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
377	2.6	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
12638	86.2	0	0	Not Marked
584	4.0	1	1	Marked
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
		GA95011J	GA88011J

1995 Status of the Armed Forces Survey (SAFS) - Form A

Have YOU EVER RECEIVED any of the following kinds of  
UNINVITED and UNWANTED sexual attention from someone AT WORK  
while serving in the active-duty military?

GA95011K - No, I have NEVER experienced any UNINVITED and UNWANTED  
sexual attention from someone at work while in the active-  
duty military.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0116-0117	2		A MKALL	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
377	2.6	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
6632	45.2	0	0	Not Marked
6590	45.0	1	1	Marked
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
		GA95011K	GA88011K

1995 Status of the Armed Forces Survey (SAFS) - Form A

Have YOU EVER RECEIVED any of the following kinds of  
UNINVITED and UNWANTED sexual attention from someone AT WORK  
while serving in the active-duty military?

GA9511SP - Other unwanted, uninvited attention of a sexual nature  
(Specify) - Other specify.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0118-0119	2		A WRT1	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
12922	88.2	-6	.N	Not applicable, valid skip
93	0.6	-2	.M	Implied Continuation. Scanner detected something in the Specify box, but an "Other" bubble was not marked.
1059	7.2	-1	.B	No survey returned
90	0.6	0	0	No text entered, but respondent marked an "Other" bubble.
494	3.4	1	1	Text entered, and respondent marked an "Other" bubble.
14658	100.0	TOTALS		

CODING REPRESENTS WHETHER PERSON ENTERED ANYTHING IN THE  
'PLEASE SPECIFY BELOW' AREA FOR OTHER UNWANTED, UNINVITED  
ATTENTION OF A SEXUAL NATURE (EVER WHILE SERVING IN THE  
ACTIVE-DUTY MILITARY).

The Same Item in Other Forms			
A	B	C	88
		GA9511SP	

1995 Status of the Armed Forces Survey (SAFS) - Form A

Have you received any of the following kinds of UNINVITED AND UNWANTED sexual attention DURING THE LAST 12 MONTHS from someone where you work in the active-duty military? (If you have served less than 1 year, answer for your entire service period.)

GA95012A - Actual or attempted rape or sexual assault.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0120-0121	2		A FREQ	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4485	30.6	-9	.	No response, invalid skip
2	0.0	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
8752	59.7	0	0	Never
317	2.2	1	1	Once
22	0.2	2	2	Once a Month or Less
7	0.0	3	3	2-4 Times a Month
14	0.1	4	4	Once a Week or More
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
		GA95012A	GA88012A

1995 Status of the Armed Forces Survey (SAFS) - Form A

Have you received any of the following kinds of UNINVITED AND UNWANTED sexual attention DURING THE LAST 12 MONTHS from someone where you work in the active-duty military? (If you have served less than 1 year, answer for your entire service period.)

GA95012B - Pressure for sexual favors.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0122-0123	2		A FREQ	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4577	31.2	-9	.	No response, invalid skip
5	0.0	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
7980	54.4	0	0	Never
482	3.3	1	1	Once
268	1.8	2	2	Once a Month or Less
146	1.0	3	3	2-4 Times a Month
141	1.0	4	4	Once a Week or More
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms			
A	B	C	88
		GA95012B	GA88012B

1995 Status of the Armed Forces Survey (SAFS) - Form A

Have you received any of the following kinds of UNINVITED AND UNWANTED sexual attention DURING THE LAST 12 MONTHS from someone where you work in the active-duty military? (If you have served less than 1 year, answer for your entire service period.)

GA95012C - Sexual touching, leaning over, cornering, pinching or brushing against.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0124-0125	2		A FREQ	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4457	30.4	-9	.	No response, invalid skip
8	0.1	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
6296	43.0	0	0	Never
1116	7.6	1	1	Once
877	6.0	2	2	Once a Month or Less
505	3.4	3	3	2-4 Times a Month
340	2.3	4	4	Once a Week or More
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
		GA95012C	GA88012C

1995 Status of the Armed Forces Survey (SAFS) - Form A

Have you received any of the following kinds of UNINVITED AND UNWANTED sexual attention DURING THE LAST 12 MONTHS from someone where you work in the active-duty military? (If you have served less than 1 year, answer for your entire service period.)

GA95012D - Sexually suggestive looks, gestures or body language.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0126-0127	2		A FREQ	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4389	29.9	-9	.	No response, invalid skip
9	0.1	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
5567	38.0	0	0	Never
899	6.1	1	1	Once
1159	7.9	2	2	Once a Month or Less
822	5.6	3	3	2-4 Times a Month
754	5.1	4	4	Once a Week or More
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms			
A	B	C	88
		GA95012D	GA88012D



1995 Status of the Armed Forces Survey (SAFS) - Form A

Have you received any of the following kinds of UNINVITED AND UNWANTED sexual attention DURING THE LAST 12 MONTHS from someone where you work in the active-duty military? (If you have served less than 1 year, answer for your entire service period.)

GA95012E - Letters, telephone calls or materials of a sexual nature.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0128-0129	2		A FREQ	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4621	31.5	-9	.	No response, invalid skip
4	0.0	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
7859	53.6	0	0	Never
560	3.8	1	1	Once
295	2.0	2	2	Once a Month or Less
152	1.0	3	3	2-4 Times a Month
108	0.7	4	4	Once a Week or More
14658	99.8	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms			
A	B	C	88
		GA95012E	GA88012E

1995 Status of the Armed Forces Survey (SAFS) - Form A

Have you received any of the following kinds of UNINVITED AND UNWANTED sexual attention DURING THE LAST 12 MONTHS from someone where you work in the active-duty military? (If you have served less than 1 year, answer for your entire service period.)

GA95012F - Pressure for dates.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0130-0131	2		A FREQ	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4487	30.6	-9	.	No response, invalid skip
37	0.3	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
6914	47.2	0	0	Never
713	4.9	1	1	Once
674	4.6	2	2	Once a Month or Less
479	3.3	3	3	2-4 Times a Month
295	2.0	4	4	Once a Week or More
14658	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms			
A	B	C	88
		GA95012F	GA88012F

1995 Status of the Armed Forces Survey (SAFS) - Form A

Have you received any of the following kinds of UNINVITED AND UNWANTED sexual attention DURING THE LAST 12 MONTHS from someone where you work in the active-duty military? (If you have served less than 1 year, answer for your entire service period.)

GA95012G - Sexual teasing, jokes, remarks or questions.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0132-0133	2		A FREQ	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4369	29.8	-9	.	No response, invalid skip
6	0.0	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
4872	33.2	0	0	Never
966	6.6	1	1	Once
1388	9.5	2	2	Once a Month or Less
975	6.7	3	3	2-4 Times a Month
1023	7.0	4	4	Once a Week or More
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
		GA95012G	GA88012G

1995 Status of the Armed Forces Survey (SAFS) - Form A

Have you received any of the following kinds of UNINVITED AND UNWANTED sexual attention DURING THE LAST 12 MONTHS from someone where you work in the active-duty military? (If you have served less than 1 year, answer for your entire service period.)

GA95012H - Sexual whistles, calls, hoots or yells.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0134-0135	2		A FREQ	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4711	32.1	-9	.	No response, invalid skip
7	0.0	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
6611	45.1	0	0	Never
622	4.2	1	1	Once
808	5.5	2	2	Once a Month or Less
467	3.2	3	3	2-4 Times a Month
373	2.5	4	4	Once a Week or More
14658	99.8	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms			
A	B	C	88
		GA95012H	GA88012H

1995 Status of the Armed Forces Survey (SAFS) - Form A

Have you received any of the following kinds of UNINVITED AND UNWANTED sexual attention DURING THE LAST 12 MONTHS from someone where you work in the active-duty military? (If you have served less than 1 year, answer for your entire service period.)

GA95012I - Attempts to get your participation in any other sexual activities.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0136-0137	2		A FREQ	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4770	32.5	-9	.	No response, invalid skip
1	0.0	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
8204	56.0	0	0	Never
323	2.2	1	1	Once
173	1.2	2	2	Once a Month or Less
83	0.6	3	3	2-4 Times a Month
45	0.3	4	4	Once a Week or More
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
		GA95012I	GA88012I

1995 Status of the Armed Forces Survey (SAFS) - Form A

Have you received any of the following kinds of UNINVITED AND UNWANTED sexual attention DURING THE LAST 12 MONTHS from someone where you work in the active-duty military? (If you have served less than 1 year, answer for your entire service period.)

GA95012J - Other sexual attention (Specify).

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0138-0139	2		A FREQ	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
10890	74.3	-9	.	No response, invalid skip
1	0.0	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
2397	16.4	0	0	Never
93	0.6	1	1	Once
69	0.5	2	2	Once a Month or Less
71	0.5	3	3	2-4 Times a Month
78	0.5	4	4	Once a Week or More
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
		GA95012J	GA88012J

1995 Status of the Armed Forces Survey (SAFS) - Form A

Have you received any of the following kinds of UNINVITED AND UNWANTED sexual attention DURING THE LAST 12 MONTHS from someone where you work in the active-duty military? (If you have served less than 1 year, answer for your entire service period.)

GA95012K - No, I have NOT experienced any unwanted, uninvited sexual attention from someone at work IN THE LAST 12 MONTHS.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0140-0141	2		A FREQ	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
9046	61.7	-9	.	No response, invalid skip
6	0.0	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
4377	29.9	0	0	Never
91	0.6	1	1	Once
41	0.3	2	2	Once a Month or Less
10	0.1	3	3	2-4 Times a Month
28	0.2	4	4	Once a Week or More
14658	100.0	TOTALS		

CODING REPRESENTS HOW THIS ITEM WAS MARKED WITHOUT RESPECT TO GA95012A--GA95012J.

The Same Item in Other Forms			
A	B	C	88
		GA95012K	GA88012K

1995 Status of the Armed Forces Survey (SAFS) - Form A

Have you received any of the following kinds of UNINVITED AND UNWANTED sexual attention DURING THE LAST 12 MONTHS from someone where you work in the active-duty military? (If you have served less than 1 year, answer for your entire service period.)

GA9512SP - Other sexual attention (Specify) - Other Specify.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0142-0143	2		A WRT3	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
13129	89.6	-6	.N	Not applicable, valid skip
159	1.1	-2	.M	Implied Continuation. Scanner detected something in the Specify box, but an "Other" bubble was not marked.
1059	7.2	-1	.B	No survey returned
68	0.5	0	0	No text entered, but respondent marked an "Other" bubble.
243	1.7	1	1	Text entered, and respondent marked an "Other" bubble.
14658	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

CODING REPRESENTS WHETHER PERSON ENTERED ANYTHING IN THE 'PLEASE SPECIFY BELOW' AREA FOR OTHER SEXUAL ATTENTION DURING THE LAST 12 MONTHS.

The Same Item in Other Forms			
A	B	C	88
		GA9512SP	



1995 Status of the Armed Forces Survey (SAFS) - Form A

Have you received any of the following kinds of UNINVITED AND UNWANTED sexual attention DURING THE LAST 12 MONTHS from someone where you work in the active-duty military? (If you have served less than 1 year, answer for your entire service period.)

GA9512FL - Experienced harassment last 12 months - imputed.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0144-0145	2		A FREQ1	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3295	22.5	-9	.	No response, invalid skip
252	1.7	-2	.M	Implied continuation. Response on this item inconsistent with respondent not skipping out of following items
1059	7.2	-1	.B	No survey returned
4336	29.6	0	0	NOT experienced
5716	39.0	1	1	Experienced
14658	100.0	TOTALS		

CODING REPRESENTS AN IMPUTATION BASED ON RESPONSES TO ITEMS GA95012A--GA95012K AND GA95013A--GA95047. SEE NOTE 27 IN CODING NOTES (APPENDIX D).

1995 Status of the Armed Forces Survey (SAFS) - Form A

If uninvited and unwanted sexual attention HAS happened to you while AT WORK in the active-duty military within the last 12 months: SELECT THE ONE EXPERIENCE THAT HAD THE GREATEST EFFECT ON YOU AND ANSWER THE REST OF THE QUESTIONS IN THIS SECTION IN TERMS OF THAT EXPERIENCE.

GA95013A - This was my only experience.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0146-0147	2		A MRK3	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4064	27.7	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
3721	25.4	0	0	Not Marked
1478	10.1	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
		GA95013A	GA88013A

1995 Status of the Armed Forces Survey (SAFS) - Form A

If uninvited and unwanted sexual attention HAS happened to you while AT WORK in the active-duty military within the last 12 months: SELECT THE ONE EXPERIENCE THAT HAD THE GREATEST EFFECT ON YOU AND ANSWER THE REST OF THE QUESTIONS IN THIS SECTION IN TERMS OF THAT EXPERIENCE.

GA95013B - This was my most recent experience.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0148-0149	2		A MRK3	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4064	27.7	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
2977	20.3	0	0	Not Marked
2222	15.2	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
		GA95013B	GA88013B

1995 Status of the Armed Forces Survey (SAFS) - Form A

If uninvited and unwanted sexual attention HAS happened to you while AT WORK in the active-duty military within the last 12 months: SELECT THE ONE EXPERIENCE THAT HAD THE GREATEST EFFECT ON YOU AND ANSWER THE REST OF THE QUESTIONS IN THIS SECTION IN TERMS OF THAT EXPERIENCE.

GA95013C - This experience is still continuing.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0150-0151	2		A MRK3	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4064	27.7	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
4345	29.6	0	0	Not Marked
854	5.8	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms			
A	B	C	88
	*	GA95013C	GA88013C

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

If uninvited and unwanted sexual attention HAS happened to you while AT WORK in the active-duty military within the last 12 months: SELECT THE ONE EXPERIENCE THAT HAD THE GREATEST EFFECT ON YOU AND ANSWER THE REST OF THE QUESTIONS IN THIS SECTION IN TERMS OF THAT EXPERIENCE.

GA95013D - This experience permanently damaged my career.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0152-0153	2		A MRK3	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4064	27.7	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
5050	34.5	0	0	Not Marked
149	1.0	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
		GA95013D	GA88013D

1995 Status of the Armed Forces Survey (SAFS) - Form A

If uninvited and unwanted sexual attention HAS happened to you while AT WORK in the active-duty military within the last 12 months: SELECT THE ONE EXPERIENCE THAT HAD THE GREATEST EFFECT ON YOU AND ANSWER THE REST OF THE QUESTIONS IN THIS SECTION IN TERMS OF THAT EXPERIENCE.

GA95013E - This experience caused me to lose friends.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0154-0155	2		A MRK3	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4064	27.7	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
4876	33.3	0	0	Not Marked
323	2.2	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
		GA95013E	GA88013E

1995 Status of the Armed Forces Survey (SAFS) - Form A

If uninvited and unwanted sexual attention HAS happened to you while AT WORK in the active-duty military within the last 12 months: SELECT THE ONE EXPERIENCE THAT HAD THE GREATEST EFFECT ON YOU AND ANSWER THE REST OF THE QUESTIONS IN THIS SECTION IN TERMS OF THAT EXPERIENCE.

GA95013F - This experience caused me to transfer.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0156-0157	2		A MRK3	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4064	27.7	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
5034	34.3	0	0	Not Marked
165	1.1	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms			
A	B	C	88
	*	*	GA88013F

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

If uninvited and unwanted sexual attention HAS happened to you while AT WORK in the active-duty military within the last 12 months: SELECT THE ONE EXPERIENCE THAT HAD THE GREATEST EFFECT ON YOU AND ANSWER THE REST OF THE QUESTIONS IN THIS SECTION IN TERMS OF THAT EXPERIENCE.

GA95013G - This experience may cause me to leave the Service.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0158-0159	2		A MRK3	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4064	27.7	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
4952	33.8	0	0	Not Marked
247	1.7	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
	*	*	GA88013G

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.



1995 Status of the Armed Forces Survey (SAFS) - Form A

If uninvited and unwanted sexual attention HAS happened to you while AT WORK in the active-duty military within the last 12 months: SELECT THE ONE EXPERIENCE THAT HAD THE GREATEST EFFECT ON YOU AND ANSWER THE REST OF THE QUESTIONS IN THIS SECTION IN TERMS OF THAT EXPERIENCE.

GA95013H - This did not actually occur (only) at the work site.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0160-0161	2		A MRK3	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4064	27.7	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
4276	29.2	0	0	Not Marked
923	6.3	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
	*	*	GA88013H

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

If uninvited and unwanted sexual attention HAS happened to you while AT WORK in the active-duty military within the last 12 months: SELECT THE ONE EXPERIENCE THAT HAD THE GREATEST EFFECT ON YOU AND ANSWER THE REST OF THE QUESTIONS IN THIS SECTION IN TERMS OF THAT EXPERIENCE.

GA95014 - Did this experience take place at the duty station where you are now assigned, at some other assignment location, while you were on temporary duty elsewhere (TDY), or on recruit (basic) training?

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0162-0163	2		A PLACE	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4045	27.6	-9	.	No response, invalid skip
138	0.9	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
3628	24.8	1	1	This experience took place here
1058	7.2	2	2	This experience took place at another duty station
88	0.6	3	3	This experience took place on recruit (basic) training elsewhere
306	2.1	4	4	This experience took place while I was on TDY
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
	*	GA95014	GA88014

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

During the experience you have in mind, which of the following UNINVITED, UNWANTED sexual attention happened to you?

GA95015A - Actual or attempted rape or sexual assault.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0164-0165	2		A MRK3	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4028	27.5	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
4949	33.8	0	0	Not Marked
286	2.0	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms			
A	B	C	88
	*		GA88015A

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

During the experience you have in mind, which of the following UNINVITED, UNWANTED sexual attention happened to you?

GA95015B - Pressure for sexual favors.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0166-0167	2		A MRK3	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4028	27.5	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
4626	31.6	0	0	Not Marked
609	4.2	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms			
A	B	C	88
	*		GA88015B

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

During the experience you have in mind, which of the following UNINVITED, UNWANTED sexual attention happened to you?

GA95015C - Sexual touching, leaning over, cornering, pinching or brushing against.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0168-0169	2		A MRK3	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4028	27.5	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
3024	20.6	0	0	Not Marked
2211	15.1	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
	*		GA88015C

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

During the experience you have in mind, which of the following UNINVITED, UNWANTED sexual attention happened to you?

GA95015D - Sexually suggestive looks, gestures, or body language.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0170-0171	2		A MRK3	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4028	27.5	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
2539	17.3	0	0	Not Marked
2696	18.4	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
	*		GA88015D

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

During the experience you have in mind, which of the following UNINVITED, UNWANTED sexual attention happened to you?

GA95015E - Letters, telephone calls, or materials of a sexual nature.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0172-0173	2		A MRK3	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4028	27.5	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
4571	31.2	0	0	Not Marked
664	4.5	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
	*		GA88015E

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

During the experience you have in mind, which of the following UNINVITED, UNWANTED sexual attention happened to you?

GA95015F - Pressure for dates.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0174-0175	2		A MRK3	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4028	27.5	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
3887	26.5	0	0	Not Marked
1348	9.2	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
	*		GA88015F

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.



1995 Status of the Armed Forces Survey (SAFS) - Form A

During the experience you have in mind, which of the following UNINVITED, UNWANTED sexual attention happened to you?

GA95015G - Sexual teasing, jokes, remarks or questions.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0176-0177	2		A MRK3	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4028	27.5	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
1997	13.6	0	0	Not Marked
3238	22.1	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
	*		GA88015G

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

During the experience you have in mind, which of the following UNINVITED, UNWANTED sexual attention happened to you?

GA95015H - Whistles, calls, hoots or yells of a sexual nature.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0178-0179	2		A MRK3	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4028	27.5	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
4156	28.4	0	0	Not Marked
1079	7.4	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms				
A	B	C	88	
	*		GA88015H	

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

During the experience you have in mind, which of the following UNINVITED, UNWANTED sexual attention happened to you?

GA95015I - Attempts to get your participation in other sexually oriented activities.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0180-0181	2		A MRK3	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4028	27.5	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
4953	33.8	0	0	Not Marked
282	1.9	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms				
A	B	C	88	
	*		GA88015I	

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

During the experience you have in mind, which of the following UNINVITED, UNWANTED sexual attention happened to you?

GA95015J - Other unwanted, uninvited sexual attention (Specify).

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0182-0183	2		A MRK3	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4028	27.5	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
4941	33.7	0	0	Not Marked
294	2.0	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
	*		GA88015J

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

During the experience you have in mind, which of the following UNINVITED, UNWANTED sexual attention happened to you?

GA9515SP - Other unwanted, uninvited sexual attention (Specify).

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0184-0185	2		A WRT4	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8893	60.7	-6	.N	Not applicable, valid skip
76	0.5	-2	.M	Implied Continuation. Scanner detected something in the Specify box, but an "Other" bubble was not marked.
1059	7.2	-1	.B	No survey returned
54	0.4	0	0	No text entered, but respondent marked the "Other" bubble.
240	1.6	1	1	Text entered, and respondent marked the "Other" bubble.
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

CODING REPRESENTS WHETHER PERSON ENTERED ANYTHING IN THE 'PLEASE SPECIFY BELOW' AREA FOR OTHER UNWANTED, UNINVITED ATTENTION OF A SEXUAL NATURE (ONE EXPERIENCE THAT HAD THE GREATEST EFFECT).

1995 Status of the Armed Forces Survey (SAFS) - Form A

How did you respond to this sexual attention and what effect did your action(s) have? FOR EACH ACTION BELOW, please FILL IN EITHER the "Did Not Do This" circle OR the circle below the effect your action had.

GA95016A - I ignored the behavior or did nothing.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0186-0187	2		A EFFECT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4080	27.8	-9	.	No response, invalid skip
25	0.2	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
1773	12.1	0	0	You Did Not Do This
571	3.9	1	1	Made Things Worse
2290	15.6	2	2	Made No Difference
524	3.6	3	3	Made Things Better
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
	*		GA88016A

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

How did you respond to this sexual attention and what effect did your action(s) have? FOR EACH ACTION BELOW, please FILL IN EITHER the "Did Not Do This" circle OR the circle below the effect your action had.

GA95016B - I avoided the person(s).

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0188-0189	2		A EFFCT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4089	27.9	-9	.	No response, invalid skip
29	0.2	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
1863	12.7	0	0	You Did Not Do This
370	2.5	1	1	Made Things Worse
1817	12.4	2	2	Made No Difference
1095	7.5	3	3	Made Things Better
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms			
A	B	C	88
	*		GA88016B

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

How did you respond to this sexual attention and what effect did your action(s) have? FOR EACH ACTION BELOW, please FILL IN EITHER the "Did Not Do This" circle OR the circle below the effect your action had.

GA95016C - I asked or told the person(s) to stop.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0190-0191	2		A EFFCT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4071	27.8	-9	.	No response, invalid skip
17	0.1	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
1728	11.8	0	0	You Did Not Do This
344	2.3	1	1	Made Things Worse
1523	10.4	2	2	Made No Difference
1580	10.8	3	3	Made Things Better
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
	*		GA88016C

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.



1995 Status of the Armed Forces Survey (SAFS) - Form A

How did you respond to this sexual attention and what effect did your action(s) have? FOR EACH ACTION BELOW, please FILL IN EITHER the "Did Not Do This" circle OR the circle below the effect your action had.

GA95016D - I threatened to tell or told others.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0192-0193	2		A EFFCT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4165	28.4	-9	.	No response, invalid skip
14	0.1	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
3289	22.4	0	0	You Did Not Do This
244	1.7	1	1	Made Things Worse
820	5.6	2	2	Made No Difference
731	5.0	3	3	Made Things Better
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
	*		GA88016D

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

How did you respond to this sexual attention and what effect did your action(s) have? FOR EACH ACTION BELOW, please FILL IN EITHER the "Did Not Do This" circle OR the circle below the effect your action had.

GA95016E - I reported the behavior to the unit commander or other official(s).

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0194-0195	2		A EFFCT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4147	28.3	-9	.	No response, invalid skip
11	0.1	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
4098	28.0	0	0	You Did Not Do This
167	1.1	1	1	Made Things Worse
288	2.0	2	2	Made No Difference
552	3.8	3	3	Made Things Better
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms				
A	B	C	88	
			GA88016E	

1995 Status of the Armed Forces Survey (SAFS) - Form A

How did you respond to this sexual attention and what effect did your action(s) have? FOR EACH ACTION BELOW, please FILL IN EITHER the "Did Not Do This" circle OR the circle below the effect your action had.

GA95016F - I made a joke of the behavior.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0196-0197	2		A EFFECT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4134	28.2	-9	.	No response, invalid skip
13	0.1	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
3859	26.3	0	0	You Did Not Do This
295	2.0	1	1	Made Things Worse
638	4.4	2	2	Made No Difference
324	2.2	3	3	Made Things Better
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
			GA88016F

1995 Status of the Armed Forces Survey (SAFS) - Form A

How did you respond to this sexual attention and what effect did your action(s) have? FOR EACH ACTION BELOW, please FILL IN EITHER the "Did Not Do This" circle OR the circle below the effect your action had.

GA95016G - I went along with the behavior.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0198-0199	2		A EFFECT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4165	28.4	-9	.	No response, invalid skip
8	0.1	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
4287	29.2	0	0	You Did Not Do This
307	2.1	1	1	Made Things Worse
395	2.7	2	2	Made No Difference
101	0.7	3	3	Made Things Better
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
			GA88016G

1995 Status of the Armed Forces Survey (SAFS) - Form A

How did you respond to this sexual attention and what effect did your action(s) have? FOR EACH ACTION BELOW, please FILL IN EITHER the "Did Not Do This" circle OR the circle below the effect your action had.

GA95016H - I transferred, disciplined or gave a poor fitness report to the person(s).

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0200-0201	2		A EFFECT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4174	28.5	-9	.	No response, invalid skip
13	0.1	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
4881	33.3	0	0	You Did Not Do This
24	0.2	1	1	Made Things Worse
64	0.4	2	2	Made No Difference
107	0.7	3	3	Made Things Better
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
			GA88016H

1995 Status of the Armed Forces Survey (SAFS) - Form A

How did you respond to this sexual attention and what effect did your action(s) have? FOR EACH ACTION BELOW, please FILL IN EITHER the "Did Not Do This" circle OR the circle below the effect your action had.

GA95016I - I got someone else to speak to the person(s) about the behavior.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0202-0203	2		A EFFCT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4146	28.3	-9	.	No response, invalid skip
9	0.1	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
3594	24.5	0	0	You Did Not Do This
181	1.2	1	1	Made Things Worse
513	3.5	2	2	Made No Difference
820	5.6	3	3	Made Things Better
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
	*		GA88016I

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

How did you respond to this sexual attention and what effect did your action(s) have? FOR EACH ACTION BELOW, please FILL IN EITHER the "Did Not Do This" circle OR the circle below the effect your action had.

GA95016J - I threatened to harm the person(s) if the behavior continued.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0204-0205	2		A EFFCT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4152	28.3	-9	.	No response, invalid skip
7	0.0	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
4594	31.3	0	0	You Did Not Do This
70	0.5	1	1	Made Things Worse
181	1.2	2	2	Made No Difference
259	1.8	3	3	Made Things Better
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms			
A	B	C	88
			GA88016J

1995 Status of the Armed Forces Survey (SAFS) - Form A

How did you respond to this sexual attention and what effect did your action(s) have? FOR EACH ACTION BELOW, please FILL IN EITHER the "Did Not Do This" circle OR the circle below the effect your action had.

GA95016K - I did something else (Specify).

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0206-0207	2		A EFFCT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
7654	52.2	-9	.	No response, invalid skip
5	0.0	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
963	6.6	0	0	You Did Not Do This
66	0.5	1	1	Made Things Worse
143	1.0	2	2	Made No Difference
432	2.9	3	3	Made Things Better
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms			
A	B	C	88
	*		GA88016K

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.



1995 Status of the Armed Forces Survey (SAFS) - Form A

How did you respond to this sexual attention and what effect did your action(s) have? FOR EACH ACTION BELOW, please FILL IN EITHER the "Did Not Do This" circle OR the circle below the effect your action had.

GA9516SP - I did something else (Specify) - Other specify.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
10208-0209	2		A WRT4	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8386	57.2	-6	.N	Not applicable, valid skip
236	1.6	-2	.M	Implied Continuation. Scanner detected something in the Specify box, but an "Other" bubble was not marked.
1059	7.2	-1	.B	No survey returned
59	0.4	0	0	No text entered, but respondent marked the "Other" bubble.
582	4.0	1	1	Text entered, and respondent marked the "Other" bubble.
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

CODING REPRESENTS WHETHER PERSON ENTERED ANYTHING IN THE 'PLEASE SPECIFY BELOW' AREA FOR OTHER RESPONSES TAKEN.

The Same Item in Other Forms			
A	B	C	88
	*		

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

GA95017 - Over what period of time did you keep receiving this  
uninvited, unwanted sexual attention?

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0210-0211	2		A LAST	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4001	27.3	-9	.	No response, invalid skip
3	0.0	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
1438	9.8	1	1	It was a single event
410	2.8	2	2	Less than one week
832	5.7	3	3	1 to 4 weeks
1005	6.9	4	4	1 to 3 months
655	4.5	5	5	4 to 6 months
919	6.3	6	6	More than 6 months
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms			
A	B	C	88
	*	GA95017	GA88017

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

GA95018 - During this period of time, how frequently did the person(s) involved sexually bother you?

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0212-0213	2		A TIMPRD	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4118	28.1	-9	.	No response, invalid skip
37	0.3	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
604	4.1	1	1	Once a month or less
513	3.5	2	2	2 to 4 times a month
713	4.9	3	3	Every few days
225	1.5	4	4	Every day
1329	9.1	5	5	It varied - sometimes a lot, sometimes not often
465	3.2	6	6	Every time the person(s) saw me
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
1259	8.6	74	74	Doesn't apply--Respondent received unwanted, uninvited sexual attention only once during the last 12 months.
14658	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

ITEM GA95018 HAS BEEN CHECKED FOR CONSISTENCY WITH ONLY ITEM GA95017.

The Same Item in Other Forms			
A	B	C	88
	*		GA88018

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

As a result of your response to the uninvited, unwanted sexual attention, did any of the following changes happen in your work situation?

GA95019A - My work assignments or conditions got worse.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0214-0215	2		A MRK2	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4042	27.6	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
4637	31.6	0	0	Not Marked
584	4.0	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
			GA88019A

1995 Status of the Armed Forces Survey (SAFS) - Form A

As a result of your response to the uninvited, unwanted sexual attention, did any of the following changes happen in your work situation?

GA95019B - I was denied a promotion or good fitness report.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0216-0217	2		A MRK2	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4042	27.6	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
5042	34.4	0	0	Not Marked
179	1.2	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms			
A	B	C	
	*		GA88019B

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

As a result of your response to the uninvited, unwanted sexual attention, did any of the following changes happen in your work situation?

GA95019C - I transferred to another location.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0218-0219	2		A MRK2	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4042	27.6	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
5043	34.4	0	0	Not Marked
178	1.2	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
	*	*	GA88019C

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

As a result of your response to the uninvited, unwanted sexual attention, did any of the following changes happen in your work situation?

GA95019D - I was reassigned/transferred to another location.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0220-0221	2		A MRK2	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4042	27.6	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
5108	34.8	0	0	Not Marked
113	0.8	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
	*	*	GA88019D

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

As a result of your response to the uninvited, unwanted sexual attention, did any of the following changes happen in your work situation?

GA95019E - I transferred to another work site at the same installation.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0222-0223	2		A MRK2	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4042	27.6	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
4967	33.9	0	0	Not Marked
254	1.7	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
	*	*	GA88019E

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.



1995 Status of the Armed Forces Survey (SAFS) - Form A

As a result of your response to the uninvited, unwanted sexual attention, did any of the following changes happen in your work situation?

GA95019F - My working conditions got better.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0224-0225	2		A MRK2	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4042	27.6	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
4672	31.9	0	0	Not Marked
549	3.7	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
			GA88019F

1995 Status of the Armed Forces Survey (SAFS) - Form A

As a result of your response to the uninvited, unwanted sexual attention, did any of the following changes happen in your work situation?

GA95019G - I received a promotion or good fitness report.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0226-0227	2		A MRK2	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4042	27.6	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
5188	35.4	0	0	Not Marked
33	0.2	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
	*		GA88019G

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

As a result of your response to the uninvited, unwanted sexual attention, did any of the following changes happen in your work situation?

GA95019H - No changes occurred in my work situation.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0228-0229	2		A MRK2	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4042	27.6	-9	.	No response, invalid skip
57	0.4	-2	.M	Implied continuation. Response on this item inconsistent with respondent not skipping out of following items
1059	7.2	-1	.B	No survey returned
1350	9.2	0	0	Not Marked
3814	26.0	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
	*	*	GA88019H

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

GA95020 - Did you take any formal (official) action(s) against the person(s) who victimized you?

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0230-0231	2		A YN3	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3931	26.8	-9	.	No response, invalid skip
141	1.0	-2	.M	Implied continuation. Response on this item inconsistent with respondent not skipping out of following items
1059	7.2	-1	.B	No survey returned
4757	32.5	0	0	No
434	3.0	1	1	Yes
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

ITEM GA95020 HAS BEEN CHECKED FOR CONSISTENCY WITH ONLY ITEMS GA95021A THROUGH GA95021M.

The Same Item in Other Forms				
A	B	C	88	
	*	*	GA88020	

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

What were your reasons for not taking any formal (official) actions?

GA95021A - I took care of the problem myself/thought I could take care of it.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0232-0233	2		A MRK4	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3976	27.1	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
1914	13.1	0	0	Not Marked
2939	20.1	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
434	3.0	68	68	Doesn't apply--Respondent filed a formal action.
14658	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms

A	B	C	88
	*	*	GA88021A

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

What were your reasons for not taking any formal (official) actions?

GA95021B - The person(s) was (were) not at my duty station.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0234-0235	2		A MRK4	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3976	27.1	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
4646	31.7	0	0	Not Marked
207	1.4	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
434	3.0	68	68	Doesn't apply--Respondent filed a formal action.
14658	100.0	TOTALS		

The Same Item in Other Forms			
A	B	C	88
	*	*	GA88021B

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

What were your reasons for not taking any formal (official) actions?

GA95021C - Didn't know the person(s) who did it.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0236-0237	2		A MRK4	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3976	27.1	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
4692	32.0	0	0	Not Marked
161	1.1	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
434	3.0	68	68	Doesn't apply--Respondent filed a formal action.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
	*	*	GA88021C

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

What were your reasons for not taking any formal (official) actions?

GA95021D - Someone else took action for me or said something in my behalf.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0238-0239	2		A MRK4	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3976	27.1	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
4125	28.1	0	0	Not Marked
728	5.0	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
434	3.0	68	68	Doesn't apply--Respondent filed a formal action.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
			GA88021D



1995 Status of the Armed Forces Survey (SAFS) - Form A

What were your reasons for not taking any formal (official) actions?

GA95021E - I did not know what actions to take.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0240-0241	2		A MRK4	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3976	27.1	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
4487	30.6	0	0	Not Marked
366	2.5	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
434	3.0	68	68	Doesn't apply--Respondent filed a formal action.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
	*	*	GA88021E

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

What were your reasons for not taking any formal (official) actions?

GA95021F - I saw no need to report it.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0242-0243	2		A MRK4	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3976	27.1	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
3366	23.0	0	0	Not Marked
1487	10.1	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
434	3.0	68	68	Doesn't apply--Respondent filed a formal action.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
	*	*	GA88021F

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

What were your reasons for not taking any formal (official) actions?

GA95021G - I did not want to hurt the person(s) who bothered me.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0244-0245	2		A MRK4	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3976	27.1	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
4061	27.7	0	0	Not Marked
792	5.4	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
434	3.0	68	68	Doesn't apply--Respondent filed a formal action.
14658	100.0	TOTALS		

The Same Item in Other Forms			
A	B	C	88
	*	*	GA88021G

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

What were your reasons for not taking any formal (official) actions?

GA95021H - I was too embarrassed.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0246-0247	2		A MRK4	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3976	27.1	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
4159	28.4	0	0	Not Marked
694	4.7	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
434	3.0	68	68	Doesn't apply--Respondent filed a formal action.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
	*	*	GA88021H

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

What were your reasons for not taking any formal (official) actions?

GA95021I - I did not think anything would be done.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0248-0249	2		A MRK4	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3976	27.1	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
3745	25.5	0	0	Not Marked
1108	7.6	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
434	3.0	68	68	Doesn't apply--Respondent filed a formal action.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
	*	*	GA88021I

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

What were your reasons for not taking any formal (official) actions?

GA95021J - I thought it would take too much time and effort.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0250-0251	2		A MRK4	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3976	27.1	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
4491	30.6	0	0	Not Marked
362	2.5	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
434	3.0	68	68	Doesn't apply--Respondent filed a formal action.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
	*	*	GA88021J

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

What were your reasons for not taking any formal (official) actions?

GA95021K - I thought that it would be held against me or that I would be blamed.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0252-0253	2		A MRK4	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3976	27.1	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
3624	24.7	0	0	Not Marked
1229	8.4	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
434	3.0	68	68	Doesn't apply--Respondent filed a formal action.
14658	100.0	TOTALS		

The Same Item in Other Forms			
A	B	C	88
	*	*	GA88021K

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

What were your reasons for not taking any formal (official) actions?

GA95021L - I thought it would make my work situation unpleasant.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0254-0255	2		A MRK4	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3976	27.1	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
3223	22.0	0	0	Not Marked
1630	11.1	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
434	3.0	68	68	Doesn't apply--Respondent filed a formal action.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
	*	*	GA88021L

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.



1995 Status of the Armed Forces Survey (SAFS) - Form A

What were your reasons for not taking any formal (official) actions?

GA95021M - I thought I would be labelled a troublemaker.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0256-0257	2		A MRK4	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3976	27.1	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
3373	23.0	0	0	Not Marked
1480	10.1	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
434	3.0	68	68	Doesn't apply--Respondent filed a formal action.
14658	100.0	TOTALS		

The Same Item in Other Forms				
A	B	C	88	
	*	*	GA88021M	

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

What formal action(s) did you take, and what effect did each have? FOR EACH ACTION BELOW, please FILL IN EITHER the "Did Not Do This" circle OR the circle below the effect your action had.

GA95022A - I requested an investigation by my unit commander.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0258-0259	2		A EFCT2	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4075	27.8	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
1091	7.4	0	0	You Did Not Do This
64	0.4	1	1	Made Things Worse
100	0.7	2	2	Made No Difference
149	1.0	3	3	Made Things Better
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
3784	25.8	69	69	Doesn't apply--Respondent didn't file a formal action.
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms			
A	B	C	88
	*	*	GA88022A

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

What formal action(s) did you take, and what effect did each have? FOR EACH ACTION BELOW, please FILL IN EITHER the "Did Not Do This" circle OR the circle below the effect your action had.

GA95022B - I requested mast.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0260-0261	2		A EFCT2	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4169	28.4	-9	.	No response, invalid skip
2	0.0	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
1222	8.3	0	0	You Did Not Do This
20	0.1	1	1	Made Things Worse
31	0.2	2	2	Made No Difference
35	0.2	3	3	Made Things Better
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
3784	25.8	69	69	Doesn't apply--Respondent didn't file a formal action.
14658	99.8	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms			
A	B	C	88
			GA88022B

1995 Status of the Armed Forces Survey (SAFS) - Form A

What formal action(s) did you take, and what effect did each have? FOR EACH ACTION BELOW, please FILL IN EITHER the "Did Not Do This" circle OR the circle below the effect your action had.

GA95022C - I requested an investigation by the special office for handling these kinds of complaints, such as Equal Opportunity, Social Actions.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0262-0263	2		A EFCT2	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4150	28.3	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
1086	7.4	0	0	You Did Not Do This
48	0.3	1	1	Made Things Worse
78	0.5	2	2	Made No Difference
117	0.8	3	3	Made Things Better
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
3784	25.8	69	69	Doesn't apply--Respondent didn't file a formal action.
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms			
A	B	C	88
	*	*	GA88022C

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

What formal action(s) did you take, and what effect did each have? FOR EACH ACTION BELOW, please FILL IN EITHER the "Did Not Do This" circle OR the circle below the effect your action had.

GA95022D - I requested a judicial board to review the case.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0264-0265	2		A EFCT2	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4169	28.4	-9	.	No response, invalid skip
2	0.0	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
1247	8.5	0	0	You Did Not Do This
10	0.1	1	1	Made Things Worse
21	0.1	2	2	Made No Difference
30	0.2	3	3	Made Things Better
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
3784	25.8	69	69	Doesn't apply--Respondent didn't file a formal action.
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms				
A	B	C	88	
	*	*	GA88022D	

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

What formal action(s) did you take, and what effect did each have? FOR EACH ACTION BELOW, please FILL IN EITHER the "Did Not Do This" circle OR the circle below the effect your action had.

GA95022E - I requested an investigation by a person above my unit commander.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0266-0267	2		A EFCT2	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4169	28.4	-9	.	No response, invalid skip
1	0.0	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
1171	8.0	0	0	You Did Not Do This
26	0.2	1	1	Made Things Worse
52	0.4	2	2	Made No Difference
60	0.4	3	3	Made Things Better
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
3784	25.8	69	69	Doesn't apply--Respondent didn't file a formal action.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
			GA88022E

1995 Status of the Armed Forces Survey (SAFS) - Form A

What formal action(s) did you take, and what effect did each have? FOR EACH ACTION BELOW, please FILL IN EITHER the "Did Not Do This" circle OR the circle below the effect your action had.

GA95022F - I requested an investigation by the Inspector General's Office.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0268-0269	2		A EFCT2	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4172	28.5	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
1229	8.4	0	0	You Did Not Do This
19	0.1	1	1	Made Things Worse
22	0.2	2	2	Made No Difference
37	0.3	3	3	Made Things Better
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
3784	25.8	69	69	Doesn't apply--Respondent didn't file a formal action.
14658	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms				
A	B	C	88	
	*	*	GA88022F	

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

What formal action(s) did you take, and what effect did each have? FOR EACH ACTION BELOW, please FILL IN EITHER the "Did Not Do This" circle OR the circle below the effect your action had.

GA95022G - I requested a temporary assignment elsewhere.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0270-0271	2		A EFCT2	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4184	28.5	-9	.	No response, invalid skip
1	0.0	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
1154	7.9	0	0	You Did Not Do This
31	0.2	1	1	Made Things Worse
55	0.4	2	2	Made No Difference
54	0.4	3	3	Made Things Better
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
3784	25.8	69	69	Doesn't apply--Respondent didn't file a formal action..
14658	100.0	TOTALS		

The Same Item in Other Forms			
A	B	C	88
	*	*	GA88022G

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.



1995 Status of the Armed Forces Survey (SAFS) - Form A

What formal action(s) did you take, and what effect did each have? FOR EACH ACTION BELOW, please FILL IN EITHER the "Did Not Do This" circle OR the circle below the effect your action had.

GA95022H - Other (Specify).

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0272-0273	2		A EFCT2	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
5055	34.5	-9	.	No response, invalid skip
2	0.0	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
231	1.6	0	0	You Did Not Do This
30	0.2	1	1	Made Things Worse
50	0.3	2	2	Made No Difference
111	0.8	3	3	Made Things Better
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
3784	25.8	69	69	Doesn't apply--Respondent didn't file a formal action.
14658	100.0	TOTALS		

The Same Item in Other Forms			
A	B	C	88
	*	*	GA88022H

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

What formal action(s) did you take, and what effect did each have? FOR EACH ACTION BELOW, please FILL IN EITHER the "Did Not Do This" circle OR the circle below the effect your action had.

GA9522SP - Other (Specify) - Other specify.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0274-0275	2		A WRT3	NUM	4	STDOS2
FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING		
5198	35.5	-6	.N	Not applicable, valid skip		
90	0.6	-2	.M	Implied Continuation. Scanner detected something in the Specify box, but an "Other" bubble was not marked.		
1059	7.2	-1	.B	No survey returned		
25	0.2	0	0	No text entered, but respondent marked an "Other" bubble.		
166	1.1	1	1	Text entered, and respondent marked an "Other" bubble.		
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.		
3784	25.8	69	69	Doesn't apply--Respondent didn't file a formal action.		
14658	100.0	TOTALS				

CODING REPRESENTS WHETHER PERSON ENTERED ANYTHING IN THE 'PLEASE SPECIFY BELOW' AREA FOR OTHER FORMAL ACTIONS TAKEN.

The Same Item in Other Forms			
A	B	C	88
	*	*	GA8822SP

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

How did your unit commander or other officials respond to the formal action you took?

GA95023A - Found my charge to be true.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0276-0277	2		A MRK5	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4741	32.3	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
495	3.4	0	0	Not Marked
243	1.7	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
3784	25.8	69	69	Doesn't apply--Respondent didn't file a formal action.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
	*		GA88023A

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

How did your unit commander or other officials respond to the formal action you took?

GA95023B - Found my charge to be false.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0278-0279	2		A MRK5	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4741	32.3	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
700	4.8	0	0	Not Marked
38	0.3	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
3784	25.8	69	69	Doesn't apply--Respondent didn't file a formal action.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
	*		GA88023B

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

How did your unit commander or other officials respond to the formal action you took?

GA95023C - Corrected the damage done to me.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0280-0281	2		A MRK5	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4741	32.3	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
658	4.5	0	0	Not Marked
80	0.5	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
3784	25.8	69	69	Doesn't apply--Respondent didn't file a formal action.
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms

A	B	C	88
	*		GA88023C

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

How did your unit commander or other officials respond to the formal action you took?

GA95023D - Took action against the person(s) who bothered me.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0282-0283	2		A MRK5	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4741	32.3	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
468	3.2	0	0	Not Marked
270	1.8	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
3784	25.8	69	69	Doesn't apply--Respondent didn't file a formal action.
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms			
A	B	C	88
	*		GA88023D

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

How did your unit commander or other officials respond to the formal action you took?

GA95023E - Were hostile or took action against me.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0284-0285	2		A MRK5	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4741	32.3	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
636	4.3	0	0	Not Marked
102	0.7	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
3784	25.8	69	69	Doesn't apply--Respondent didn't file a formal action.
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms

A	B	C	88
	*	*	GA88023E

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

How did your unit commander or other officials respond to the formal action you took?

GA95023F - Unit commander/other officials did nothing.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0286-0287	2		A MRK5	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4741	32.3	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
614	4.2	0	0	Not Marked
124	0.8	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
3784	25.8	69	69	Doesn't apply--Respondent didn't file a formal action.
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms

A	B	C	88
	*	*	GA88023F

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.



1995 Status of the Armed Forces Survey (SAFS) - Form A

How did your unit commander or other officials respond to the formal action you took?

GA95023G - The action is still being processed.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0288-0289	2		A MRK5	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4741	32.3	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
695	4.7	0	0	Not Marked
43	0.3	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
3784	25.8	69	69	Doesn't apply--Respondent didn't file a formal action.
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms			
A	B	C	88
	*	*	GA88023G

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

How did your unit commander or other officials respond to the formal action you took?

GA95023H - I don't know whether anyone did anything.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0290-0291	2		A MRK5	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4741	32.3	-9	.	No response, invalid skip
46	0.3	-2	.M	Implied continuation. Response on this item inconsistent with respondent not skipping out of following items
1059	7.2	-1	.B	No survey returned
501	3.4	0	0	Not Marked
191	1.3	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
3784	25.8	69	69	Doesn't apply--Respondent didn't file a formal action.
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms			
A	B	C	88
	*	*	GA88023H

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

How did the unwanted, uninvited sexual attention affect you?

GA95024A - My feelings about the military.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0292-0293	2		A ATTN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3957	27.0	-9	.	No response, invalid skip
2	0.0	-8	.A	Multiple response error
622	4.2	-6	.N	Not Applicable
1059	7.2	-1	.B	No survey returned
1767	12.1	1	1	Became Less Favorable
2887	19.7	2	2	No Effect
28	0.2	3	3	More Favorable
4336	29.6	67	67	Doesn't apply--Respondent didn't
				receive unwanted, uninvited
				sexual attention during the last
				12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
	*		GA88024A

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

How did the unwanted, uninvited sexual attention affect you?

GA95024B - My feelings about my unit.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0294-0295	2		A ATTN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3960	27.0	-9	.	No response, invalid skip
8	0.1	-8	.A	Multiple response error
645	4.4	-6	.N	Not Applicable
1059	7.2	-1	.B	No survey returned
1869	12.8	1	1	Became Less Favorable
2721	18.6	2	2	No Effect
60	0.4	3	3	More Favorable
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms				
A	B	C	88	
	*		GA88024B	

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

How did the unwanted, uninvited sexual attention affect you?

GA95024C - My opinion of the opposite sex.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0296-0297	2		A ATTN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3954	27.0	-9	.	No response, invalid skip
5	0.0	-8	.A	Multiple response error
512	3.5	-6	.N	Not Applicable
1059	7.2	-1	.B	No survey returned
1847	12.6	1	1	Became Less Favorable
2917	19.9	2	2	No Effect
28	0.2	3	3	More Favorable
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
			GA88024C

1995 Status of the Armed Forces Survey (SAFS) - Form A

How did the unwanted, uninvited sexual attention affect you?

GA95024D - My opinion of members of my own sex.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0298-0299	2		A ATTN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3986	27.2	-9	.	No response, invalid skip
8	0.1	-8	.A	Multiple response error
1029	7.0	-6	.N	Not Applicable
1059	7.2	-1	.B	No survey returned
469	3.2	1	1	Became Less Favorable
3685	25.1	2	2	No Effect
86	0.6	3	3	More Favorable
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
			GA88024D

1995 Status of the Armed Forces Survey (SAFS) - Form A

How did the unwanted, uninvited sexual attention affect you?

GA95024E - My feelings about work.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0300-0301	2		A ATTN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3979	27.1	-9	.	No response, invalid skip
5	0.0	-8	.A	Multiple response error
516	3.5	-6	.N	Not Applicable
1059	7.2	-1	.B	No survey returned
1903	13.0	1	1	Became Less Favorable
2810	19.2	2	2	No Effect
50	0.3	3	3	More Favorable
4336	29.6	67	67	Doesn't apply--Respondent didn't
				receive unwanted, uninvited
				sexual attention during the last
				12 months.
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms

A	B	C	88
			GA88024E

1995 Status of the Armed Forces Survey (SAFS) - Form A

How did the unwanted, uninvited sexual attention affect you?

GA95024F - My self-esteem.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0302-0303	2		A ATTN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3986	27.2	-9	.	No response, invalid skip
3	0.0	-8	.A	Multiple response error
485	3.3	-6	.N	Not Applicable
1059	7.2	-1	.B	No survey returned
1404	9.6	1	1	Became Less Favorable
3207	21.9	2	2	No Effect
178	1.2	3	3	More Favorable
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
			GA88024F



1995 Status of the Armed Forces Survey (SAFS) - Form A

How did the unwanted, uninvited sexual attention affect you?

GA95024G - My opinion of my superiors.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0304-0305	2		A ATTN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3975	27.1	-9	.	No response, invalid skip
12	0.1	-8	.A	Multiple response error
590	4.0	-6	.N	Not Applicable
1059	7.2	-1	.B	No survey returned
2094	14.3	1	1	Became Less Favorable
2429	16.6	2	2	No Effect
163	1.1	3	3	More Favorable
4336	29.6	67	67	Doesn't apply--Respondent didn't
				receive unwanted, uninvited
				sexual attention during the last
				12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
			GA88024G

1995 Status of the Armed Forces Survey (SAFS) - Form A

How did the unwanted, uninvited sexual attention affect you?

GA95024H - My emotional condition.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0306-0307	2		A ATTN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3983	27.2	-9	.	No response, invalid skip
2	0.0	-8	.A	Multiple response error
480	3.3	-6	.N	Not Applicable
1059	7.2	-1	.B	No survey returned
1684	11.5	1	1	Became Less Favorable
3047	20.8	2	2	No Effect
67	0.5	3	3	More Favorable
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms

A	B	C	88
			GA88024H

1995 Status of the Armed Forces Survey (SAFS) - Form A

How did the unwanted, uninvited sexual attention affect you?

GA95024I - My physical condition.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0308-0309	2		A ATTN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3981	27.2	-9	.	No response, invalid skip
2	0.0	-8	.A	Multiple response error
618	4.2	-6	.N	Not Applicable
1059	7.2	-1	.B	No survey returned
548	3.7	1	1	Became Less Favorable
4014	27.4	2	2	No Effect
100	0.7	3	3	More Favorable
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
	*		GA88024I

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

How did the unwanted, uninvited sexual attention affect you?

GA95024J - My ability to work with others on the job.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0310-0311	2		A ATTN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3968	27.1	-9	.	No response, invalid skip
3	0.0	-8	.A	Multiple response error
512	3.5	-6	.N	Not Applicable
1059	7.2	-1	.B	No survey returned
1118	7.6	1	1	Became Less Favorable
3581	24.4	2	2	No Effect
81	0.6	3	3	More Favorable
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
			GA88024J

1995 Status of the Armed Forces Survey (SAFS) - Form A

How did the unwanted, uninvited sexual attention affect you?

GA95024K - The quality of my work.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0312-0313	2		A ATTN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3976	27.1	-9	.	No response, invalid skip
3	0.0	-8	.A	Multiple response error
517	3.5	-6	.N	Not Applicable
1059	7.2	-1	.B	No survey returned
642	4.4	1	1	Became Less Favorable
4003	27.3	2	2	No Effect
122	0.8	3	3	More Favorable
4336	29.6	67	67	Doesn't apply--Respondent didn't
				receive unwanted, uninvited
				sexual attention during the last
				12 months.
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms			
A	B	C	88
	*		GA88024K

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

How did the unwanted, uninvited sexual attention affect you?

GA95024L - The quantity of my work.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0314-0315	2		A ATTN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4001	27.3	-9	.	No response, invalid skip
2	0.0	-8	.A	Multiple response error
618	4.2	-6	.N	Not Applicable
1059	7.2	-1	.B	No survey returned
585	4.0	1	1	Became Less Favorable
3941	26.9	2	2	No Effect
116	0.8	3	3	More Favorable
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
	*		GA88024L

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

How did the unwanted, uninvited sexual attention affect you?

GA95024M - My relations with my spouse.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0316-0317	2		A ATTN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3983	27.2	-9	.	No response, invalid skip
8	0.1	-8	.A	Multiple response error
2244	15.3	-6	.N	Not Applicable
1059	7.2	-1	.B	No survey returned
395	2.7	1	1	Became Less Favorable
2467	16.8	2	2	No Effect
166	1.1	3	3	More Favorable
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
			GA88024M

1995 Status of the Armed Forces Survey (SAFS) - Form A

How did the unwanted, uninvited sexual attention affect you?

GA95024N - My relations with other family member(s).

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0318-0319	2		A ATTN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3989	27.2	-9	.	No response, invalid skip
6	0.0	-8	.A	Multiple response error
1470	10.0	-6	.N	Not Applicable
1059	7.2	-1	.B	No survey returned
189	1.3	1	1	Became Less Favorable
3492	23.8	2	2	No Effect
117	0.8	3	3	More Favorable
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms

A	B	C	88
			GA88024N



1995 Status of the Armed Forces Survey (SAFS) - Form A

How did the unwanted, uninvited sexual attention affect you?

GA950240 - My time and attendance at work.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0320-0321	2		A ATTN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3990	27.2	-9	.	No response, invalid skip
2	0.0	-8	.A	Multiple response error
611	4.2	-6	.N	Not Applicable
1059	7.2	-1	.B	No survey returned
577	3.9	1	1	Became Less Favorable
4030	27.5	2	2	No Effect
53	0.4	3	3	More Favorable
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
			GA880240

1995 Status of the Armed Forces Survey (SAFS) - Form A

How did the unwanted, uninvited sexual attention affect you?

GA95024P - My overall fitness for service.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0322-0323	2		A ATTN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3990	27.2	-9	.	No response, invalid skip
2	0.0	-8	.A	Multiple response error
622	4.2	-6	.N	Not Applicable
1059	7.2	-1	.B	No survey returned
564	3.8	1	1	Became Less Favorable
4014	27.4	2	2	No Effect
71	0.5	3	3	More Favorable
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms

A	B	C	88
			GA88024P

1995 Status of the Armed Forces Survey (SAFS) - Form A

How did the unwanted, uninvited sexual attention affect you?

GA95024Q - My readiness.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0324-0325	2		A ATTN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3985	27.2	-9	.	No response, invalid skip
4	0.0	-8	.A	Multiple response error
584	4.0	-6	.N	Not Applicable
1059	7.2	-1	.B	No survey returned
562	3.8	1	1	Became Less Favorable
4045	27.6	2	2	No Effect
83	0.6	3	3	More Favorable
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
			GA88024Q

1995 Status of the Armed Forces Survey (SAFS) - Form A

How did the unwanted, uninvited sexual attention affect you?

GA95024R - My attitude about doing a good job.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0326-0327	2		A ATTN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3979	27.1	-9	.	No response, invalid skip
3	0.0	-8	.A	Multiple response error
478	3.3	-6	.N	Not Applicable
1059	7.2	-1	.B	No survey returned
1052	7.2	1	1	Became Less Favorable
3564	24.3	2	2	No Effect
187	1.3	3	3	More Favorable
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
			GA88024R

1995 Status of the Armed Forces Survey (SAFS) - Form A

How did the unwanted, uninvited sexual attention affect you?

GA95024S - My sense of control over my job.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0328-0329	2		A ATTN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3983	27.2	-9	.	No response, invalid skip
1	0.0	-8	.A	Multiple response error
481	3.3	-6	.N	Not Applicable
1059	7.2	-1	.B	No survey returned
1336	9.1	1	1	Became Less Favorable
3293	22.5	2	2	No Effect
169	1.2	3	3	More Favorable
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms

A	B	C	88
			GA88024S

1995 Status of the Armed Forces Survey (SAFS) - Form A

GA95025 - Did others in your unit know about this unwanted, uninvited sexual attention? (If you were on TDY, answer for the persons you were working with while at that location).

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0330-0331	2		A KNOW	NUM	4	STDOS2
FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING		
3960	27.0	-9	.	No response, invalid skip		
4	0.0	-8	.A	Multiple response error		
1059	7.2	-1	.B	No survey returned		
1795	12.2	0	0	No one else knew, as far as I know		
1622	11.1	1	1	At least one other person knew		
1521	10.4	2	2	Several other people knew		
361	2.5	3	3	Almost everyone in the unit knew		
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.		
14658	100.0	TOTALS				

The Same Item in Other Forms

A	B	C	88
			GA88025

1995 Status of the Armed Forces Survey (SAFS) - Form A

GA95026 - Did anyone in your unit (or at the TDY location) who knew about this tell the person(s) who bothered you that the behavior was unacceptable, or otherwise try to stop the person(s)?

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0332-0333	2		A YNDN1	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3986	27.2	-9	.	No response, invalid skip
6	0.0	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
1509	10.3	0	0	No
1233	8.4	1	1	Yes
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
1534	10.5	70	70	Doesn't apply--No one else in the unit knew.
995	6.8	99	99	Don't know
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
			GA88026

1995 Status of the Armed Forces Survey (SAFS) - Form A

Was/were the person(s) who sexually bothered you:

GA95027A - Your immediate military supervisor.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0334-0335	2		A MRK3	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3984	27.2	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
4283	29.2	0	0	Not Marked
996	6.8	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
	GB95078A	GA95027A	GA88027A



1995 Status of the Armed Forces Survey (SAFS) - Form A

Was/were the person(s) who sexually bothered you:

GA95027B - Your immediate civilian supervisor.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0336-0337	2		A MRK3	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3984	27.2	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
5228	35.7	0	0	Not Marked
51	0.3	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
	GB95078B	GA95027B	GA88027B

1995 Status of the Armed Forces Survey (SAFS) - Form A

Was/were the person(s) who sexually bothered you:

GA95027C - Your unit commander.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0338-0339	2		A MRK3	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3984	27.2	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
5211	35.6	0	0	Not Marked
68	0.5	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms

A	B	C	88
	GB95078C	GA95027C	GA88027C

1995 Status of the Armed Forces Survey (SAFS) - Form A

Was/were the person(s) who sexually bothered you:

GA95027D - Other higher level military personnel.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0340-0341	2		A MRK3	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3984	27.2	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
4341	29.6	0	0	Not Marked
938	6.4	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
	GB95078D	GA95027D	GA88027D

1995 Status of the Armed Forces Survey (SAFS) - Form A

Was/were the person(s) who sexually bothered you:

GA95027E - Your military co-worker(s).

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0342-0343	2		A MRK3	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3984	27.2	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
2824	19.3	0	0	Not Marked
2455	16.7	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
	GB95078F	GA95027E	GA88027E

1995 Status of the Armed Forces Survey (SAFS) - Form A

Was/were the person(s) who sexually bothered you:

GA95027F - Your civilian co-worker(s).

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0344-0345	2		A MRK3	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3984	27.2	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
4999	34.1	0	0	Not Marked
280	1.9	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
	GB95078G	GA95027F	GA88027F

1995 Status of the Armed Forces Survey (SAFS) - Form A

Was/were the person(s) who sexually bothered you:

GA95027G - Your military subordinate(s).

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0346-0347	2		A MRK3	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3984	27.2	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
4720	32.2	0	0	Not Marked
559	3.8	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
	GB95078H	GA95027G	GA88027G

1995 Status of the Armed Forces Survey (SAFS) - Form A

Was/were the person(s) who sexually bothered you:

GA95027H - Your civilian subordinate(s).

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0348-0349	2		A MRK3	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3984	27.2	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
5237	35.7	0	0	Not Marked
42	0.3	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
	GB95078I	GA95027H	GA88027H

1995 Status of the Armed Forces Survey (SAFS) - Form A

Was/were the person(s) who sexually bothered you:

GA95027I - Other military person(s).

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0350-0351	2		A MRK3	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3984	27.2	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
3663	25.0	0	0	Not Marked
1616	11.0	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
	*	GA95027I	GA88027I

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.



1995 Status of the Armed Forces Survey (SAFS) - Form A

Was/were the person(s) who sexually bothered you:

GA95027J - Other civilian person(s).

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0352-0353	2		A MRK3	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3984	27.2	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
4988	34.0	0	0	Not Marked
291	2.0	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
	*	GA95027J	GA88027J

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

Was/were the person(s) who sexually bothered you:

GA95027K - Other or unknown.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0354-0355	2		A MRK3	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3984	27.2	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
5081	34.7	0	0	Not Marked
198	1.4	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms			
A	B	C	88
	GB95078N	GA95027K	GA88027K

1995 Status of the Armed Forces Survey (SAFS) - Form A

GA95028 - Was (were) the person(s) who sexually bothered you in your unit?

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0356-0357	2		A IN UNT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3991	27.2	-9	.	No response, invalid skip
48	0.3	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
3577	24.4	1	1	Yes, the person(s) was (were) in my unit
996	6.8	2	2	No, the person(s) was (were) NOT in my unit
580	4.0	3	3	Some were, some were not in my unit
71	0.5	4	4	No, but the person(s) and I had been in the same unit in the past
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
			GA88028

1995 Status of the Armed Forces Survey (SAFS) - Form A

Please describe the person(s) who sexually bothered you.

GA95029A - Sex of Person(s).

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0358-0359	2		A PRSNS	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3935	26.8	-9	.	No response, invalid skip
155	1.1	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
3769	25.7	1	1	Male
256	1.7	2	2	Female
908	6.2	3	3	Two or more males
55	0.4	4	4	Two or more females
152	1.0	5	5	Both sexes
33	0.2	6	6	Unknown
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms			
A	B	C	88
	*	GA95029A	GA88029A

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

Please describe the person(s) who sexually bothered you.

GA95029B - Age of Person(s).

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0360-0361	2		A AGE	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3939	26.9	-9	.	No response, invalid skip
145	1.0	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
2988	20.4	1	1	Older
636	4.3	2	2	Same age
576	3.9	3	3	Younger
698	4.8	4	4	Mixed
281	1.9	5	5	Unknown
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
			GA88029B

1995 Status of the Armed Forces Survey (SAFS) - Form A

Please describe the person(s) who sexually bothered you.

GA95029C - Race of Person(s).

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0362-0363	2		A PERSR	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3953	27.0	-9	.	No response, invalid skip
41	0.3	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
2518	17.2	1	1	Same as yours
1701	11.6	2	2	Different
935	6.4	3	3	Some same, some different
115	0.8	4	4	Unknown
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms			
A	B	C	88
	*	GA95029C	GA88029C

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

Please describe the person(s) who sexually bothered you.  
Marital Status of Person(s).

GA9529D1 - Married.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0364-0365	2		A MRK3	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3949	26.9	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
2166	14.8	0	0	Not Marked
3148	21.5	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
			GA8829D1

1995 Status of the Armed Forces Survey (SAFS) - Form A

Please describe the person(s) who sexually bothered you.  
Marital Status of Person(s).

GA9529D2 - Single.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0366-0367	2		A MRK3	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3949	26.9	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
3608	24.6	0	0	Not Marked
1706	11.6	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms				
A	B	C	88	
			GA8829D2	



1995 Status of the Armed Forces Survey (SAFS) - Form A

Please describe the person(s) who sexually bothered you.  
Marital Status of Person(s).

GA9529D3 - Divorced, separated, widowed.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0368-0369	2		A MRK3	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3949	26.9	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
4435	30.3	0	0	Not Marked
879	6.0	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
			GA8829D3

1995 Status of the Armed Forces Survey (SAFS) - Form A

Please describe the person(s) who sexually bothered you.  
Marital Status of Person(s).

GA9529D4 - Unknown.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0370-0371	2		A MRK3	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3949	26.9	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
4467	30.5	0	0	Not Marked
847	5.8	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
			GA8829D4

1995 Status of the Armed Forces Survey (SAFS) - Form A

Please describe the person(s) who sexually bothered you.  
Military/Civilian Status of Person(s).

GA9529E1 - U.S. military.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0372-0373	2		A MRK3	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3959	27.0	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
384	2.6	0	0	Not Marked
4920	33.6	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
			GA8829E1

1995 Status of the Armed Forces Survey (SAFS) - Form A

Please describe the person(s) who sexually bothered you.  
Military/Civilian Status of Person(s).

GA9529E2 - DoD/Service civilian employee.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0374-0375	2		A MRK3	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3959	27.0	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
4876	33.3	0	0	Not Marked
428	2.9	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
			GA8829E2

1995 Status of the Armed Forces Survey (SAFS) - Form A

Please describe the person(s) who sexually bothered you.  
Military/Civilian Status of Person(s).

GA9529E3 - Civilian contractor.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0376-0377	2		A MRK3	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3959	27.0	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
5184	35.4	0	0	Not Marked
120	0.8	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
			GA8829E3

1995 Status of the Armed Forces Survey (SAFS) - Form A

Please describe the person(s) who sexually bothered you.  
Military/Civilian Status of Person(s).

GA9529E4 - DoD/Service foreign-national employee.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0378-0379	2		A MRK3	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3959	27.0	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
5273	36.0	0	0	Not Marked
31	0.2	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
			GA8829E4

1995 Status of the Armed Forces Survey (SAFS) - Form A

Please describe the person(s) who sexually bothered you.  
Military/Civilian Status of Person(s).

GA9529E5 - Local civilian resident.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0380-0381	2		A MRK3	NUM	4	STDOS2
FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING		
3959	27.0	-9	.	No response, invalid skip		
1059	7.2	-1	.B	No survey returned		
5173	35.3	0	0	Not Marked		
131	0.9	1	1	Marked		
4336	29.6	67	67	Doesn't apply--Respondent didn't		
				receive unwanted, uninvited		
				sexual attention during the last		
				12 months.		
14658	100.0	TOTALS				

The Same Item in Other Forms

A	B	C	88
			GA8829E5

1995 Status of the Armed Forces Survey (SAFS) - Form A

Please describe the person(s) who sexually bothered you.  
Military/Civilian Status of Person(s).

GA9529E6 - Local foreign-national resident.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0382-0383	2		A MRK3	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3959	27.0	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
5259	35.9	0	0	Not Marked
45	0.3	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
			GA8829E6



1995 Status of the Armed Forces Survey (SAFS) - Form A

Please describe the person(s) who sexually bothered you.  
Military/Civilian Status of Person(s).

GA9529E7 - Unknown.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0384-0385	2		A MRK3	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3959	27.0	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
5159	35.2	0	0	Not Marked
145	1.0	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
			GA8829E7

1995 Status of the Armed Forces Survey (SAFS) - Form A

GA95030 - How long had you been in the active-duty service when the incident or episode occurred or began?

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0386-0387	2		A LONG	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3948	26.9	-9	.	No response, invalid skip
71	0.5	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
601	4.1	1	1	Less than 6 months
806	5.5	2	2	6 months but less than 1 year
828	5.6	3	3	1 year but less than 2 years
1376	9.4	4	4	2 years but less than 5 years
1633	11.1	5	5	5 years or more
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms

A	B	C	88
			GA88030

1995 Status of the Armed Forces Survey (SAFS) - Form A

GA95031 - Do you know whether the person(s) who bothered you has (have) sexually bothered other military personnel during duty hours?

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
10388-0389	2		A BOTHER	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3949	26.9	-9	.	No response, invalid skip
7	0.0	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
3369	23.0	1	1	I don't know the if the person(s) has (have) done this
582	4.0	2	2	I know one person has; I don't know about others
67	0.5	3	3	The only person involved has not bothered others
771	5.3	4	4	The only person involved has bothered others
483	3.3	5	5	Most or all involved have bothered others
35	0.2	6	6	Most or all involved have not bothered others
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
			GA88031

1995 Status of the Armed Forces Survey (SAFS) - Form A

GA95032 - Did you receive medical assistance or emotional counseling from a trained professional as a result of the sexual attention?

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0390-0391	2		A ATTN1	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3954	27.0	-9	.	No response, invalid skip
29	0.2	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
16	0.1	1	1	Yes, I received medical assistance
135	0.9	2	2	Yes, I received counseling from a trained professional
34	0.2	3	3	Yes, I received both medical assistance and emotional counseling
608	4.1	4	4	No, but emotional counseling might have been helpful
25	0.2	5	5	No, but medical assistance might have been helpful
4462	30.4	6	6	No, I did not need either medical assistance or emotional counseling
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms			
A	B	C	88
		*	GA88032

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

Aside from other actions you might have taken, did you discuss the situation privately with family, friends or others, or seek advice about what to do?

GA95033A - No, I did not discuss it or seek advice.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0392-0393	2		A MRK2	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3956	27.0	-9	.	No response, invalid skip
88	0.6	-2	.M	Implied continuation. Response on this item inconsistent with respondent not skipping out of following items
1059	7.2	-1	.B	No survey returned
3649	24.9	0	0	Not Marked
1570	10.7	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
			GA88033A

1995 Status of the Armed Forces Survey (SAFS) - Form A

Aside from other actions you might have taken, did you discuss the situation privately with family, friends or others, or seek advice about what to do?

GA95033B - I talked with one or more friend(s) briefly.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0394-0395	2		A MRK2	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3956	27.0	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
3414	23.3	0	0	Not Marked
1893	12.9	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
			GA88033B

1995 Status of the Armed Forces Survey (SAFS) - Form A

Aside from other actions you might have taken, did you discuss the situation privately with family, friends or others, or seek advice about what to do?

GA95033C - I talked with one or more family members briefly.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0396-0397	2		A MRK2	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3956	27.0	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
4597	31.4	0	0	Not Marked
710	4.8	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
			GA88033C

1995 Status of the Armed Forces Survey (SAFS) - Form A

Aside from other actions you might have taken, did you discuss the situation privately with family, friends or others, or seek advice about what to do?

GA95033D - I talked at length with friend(s) about it.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0398-0399	2		A MRK2	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3956	27.0	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
4367	29.8	0	0	Not Marked
940	6.4	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
			GA88033D



1995 Status of the Armed Forces Survey (SAFS) - Form A

Aside from other actions you might have taken, did you discuss the situation privately with family, friends or others, or seek advice about what to do?

GA95033E - I talked at length with one or more family members about it.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0400-0401	2		A MRK2	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3956	27.0	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
4642	31.7	0	0	Not Marked
665	4.5	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
			GA88033E

1995 Status of the Armed Forces Survey (SAFS) - Form A

Aside from other actions you might have taken, did you discuss the situation privately with family, friends or others, or seek advice about what to do?

GA95033F - I talked with one or more co-worker(s) about it.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0402-0403	2		A MRK2	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3956	27.0	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
3936	26.9	0	0	Not Marked
1371	9.4	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms			
A	B	C	88
			GA88033F

1995 Status of the Armed Forces Survey (SAFS) - Form A

Aside from other actions you might have taken, did you discuss the situation privately with family, friends or others, or seek advice about what to do?

GA95033G - I talked "off the record" with my unit commander.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0404-0405	2		A MRK2	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3956	27.0	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
5073	34.6	0	0	Not Marked
234	1.6	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
			GA88033G

1995 Status of the Armed Forces Survey (SAFS) - Form A

Aside from other actions you might have taken, did you discuss the situation privately with family, friends or others, or seek advice about what to do?

GA95033H - I asked for advice from one or more friend(s).

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0406-0407	2		A MRK2	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3956	27.0	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
4334	29.6	0	0	Not Marked
973	6.6	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
			GA88033H

1995 Status of the Armed Forces Survey (SAFS) - Form A

Aside from other actions you might have taken, did you discuss the situation privately with family, friends or others, or seek advice about what to do?

GA95033I - I asked for advice from one or more family member(s).

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0408-0409	2		A MRK2	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3956	27.0	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
4864	33.2	0	0	Not Marked
443	3.0	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
			GA88033I

1995 Status of the Armed Forces Survey (SAFS) - Form A

Aside from other actions you might have taken, did you discuss the situation privately with family, friends or others, or seek advice about what to do?

GA95033J - I asked for advice from one or more co-worker(s).

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0410-0411	2		A MRK2	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3956	27.0	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
4646	31.7	0	0	Not Marked
661	4.5	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
			GA88033J

1995 Status of the Armed Forces Survey (SAFS) - Form A

Aside from other actions you might have taken, did you discuss the situation privately with family, friends or others, or seek advice about what to do?

GA95033K - I talked to a chaplain, priest, rabbi, minister or other church-related person about it.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0412-0413	2		A MRK2	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3956	27.0	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
5110	34.9	0	0	Not Marked
197	1.3	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
	*	*	GA88033K

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

Aside from other actions you might have taken, did you discuss the situation privately with family, friends or others, or seek advice about what to do?

GA95033L - Other (Specify).

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0414-0415	2		A MRK2	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3956	27.0	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
5017	34.2	0	0	Not Marked
290	2.0	1	1	Marked
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
			GA88033L



1995 Status of the Armed Forces Survey (SAFS) - Form A

Aside from other actions you might have taken, did you discuss the situation privately with family, friends or others, or seek advice about what to do?

GA9533SP - Other (Specify) - Other specify.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0416-0417	2		A WRT4	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
8925	60.9	-6	.N	Not applicable, valid skip
48	0.3	-2	.M	Implied Continuation. Scanner detected something in the Specify box, but an "Other" bubble was not marked.
1059	7.2	-1	.B	No survey returned
32	0.2	0	0	No text entered, but respondent marked the "Other" bubble.
258	1.8	1	1	Text entered, and respondent marked the "Other" bubble.
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

CODING REPRESENTS WHETHER PERSON ENTERED ANYTHING IN THE 'PLEASE SPECIFY BELOW' AREA FOR OTHER INFORMAL ACTIONS TAKEN BY THE RESPONDENT.

1995 Status of the Armed Forces Survey (SAFS) - Form A

GA95034 - If you used any annual leave or were ever out sick as a result of the unwanted, uninvited sexual attention, please indicate how many days you were absent.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0418-0419	2		A ABSENT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3954	27.0	-9	.	No response, invalid skip
2	0.0	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
4926	33.6	0	0	None
41	0.3	1	1	One day
68	0.5	2	2	Two days
121	0.8	3	3	Three to five days
56	0.4	4	4	Six to ten days
95	0.6	5	5	More than 10 days
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
			GA88034

1995 Status of the Armed Forces Survey (SAFS) - Form A

GA95035 - In comparison to your normal job performance, was your productivity (that is, either how much work you did or how well you did it) affected by the unwanted, uninvited sexual attention? If so, please indicate the extent your productivity was affected. (In responding, do not count time lost due to use of sick or annual leave.)

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0420-0421	2		A PROD	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3950	26.9	-9	.	No response, invalid skip
3	0.0	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
3925	26.8	0	0	My productivity was not affected
450	3.1	1	1	My productivity was slightly reduced (10% or less)
227	1.5	2	2	My productivity was noticeably reduced (11%-25%)
81	0.6	3	3	My productivity was markedly reduced (26%-50%)
63	0.4	4	4	My productivity was dramatically reduced (more than 50%)
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
564	3.8	99	99	Don't know/Can't judge
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms			
A	B	C	88
	*		GA88035

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

GA95036 - If your productivity was reduced, how long did this reduction continue?

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0422-0423	2		A CONT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3948	26.9	-9	.	No response, invalid skip
6	0.0	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
313	2.1	1	1	Only when the uninvited, unwanted behavior was occurring
26	0.2	2	2	Only during the TDY
49	0.3	3	3	Less than 1 week
67	0.5	4	4	1 week but less than 1 month
124	0.8	5	5	1 month but less than 4 months
57	0.4	6	6	4 months but less than 6 months
114	0.8	7	7	6 months or more
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
4323	29.5	71	71	Doesn't apply--Productivity was not affected or respondent didn't know/couldn't judge affect.
236	1.6	99	99	Don't know/Can't judge
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms			
A	B	C	88
			GA88036

1995 Status of the Armed Forces Survey (SAFS) - Form A

GA95037 - At the time this unwanted, uninvited sexual attention occurred or began, who was in your normal work group (that is, the people you worked with every day)? (If you were on TDY, answer for the group you worked with daily while at the temporary location.)

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0424-0425	2		A WRKGRP	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3988	27.2	-9	.	No response, invalid skip
21	0.1	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
1181	8.1	1	1	All men
2830	19.3	2	2	More men than women
768	5.2	3	3	Equal numbers of men and women
442	3.0	4	4	More women than men
33	0.2	5	5	All women
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms

A	B	C	88
		GA95037	GA88037

1995 Status of the Armed Forces Survey (SAFS) - Form A

GA95038 - At the time this unwanted, uninvited sexual attention occurred or began, was your immediate supervisor male or female? (If you were on TDY and were not traveling with your usual supervisor, answer for the person in charge at TDY location.)

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0426-0427	2		A SRSEX	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3994	27.2	-9	.	No response, invalid skip
13	0.1	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
4423	30.2	1	1	Male
833	5.7	2	2	Female
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
	GB95086	GA95038	GA88038

1995 Status of the Armed Forces Survey (SAFS) - Form A

GA95039 - At the time this unwanted, uninvited sexual attention occurred or began, were you one of the first of your sex to be doing your kind of work (that is, your specific MOS/AFSC/ rating/designator) in the unit where you were assigned? (If you were on TDY, please answer for the group you were working with at that location.)

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0428-0429	2		A GENGRP	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3998	27.3	-9	.	No response, invalid skip
33	0.2	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
353	2.4	1	1	Yes, I was the first and only of my sex
174	1.2	2	2	Yes, I was in the first group of my sex along with some others
238	1.6	3	3	Yes, I was in one of the first groups of my sex to be doing the work but not in the very first group
1190	8.1	4	4	No, members of my sex had been doing the work for a while
1086	7.4	5	5	No, members of my sex had been doing the work for a long time
1603	10.9	6	6	No, members of my sex have always been doing that work in the unit

(CONTINUED)

1995 Status of the Armed Forces Survey (SAFS) - Form A

GA95039 - At the time this unwanted, uninvited sexual attention occurred or began, were you one of the first of your sex to be doing your kind of work (that is, your specific MOS/AFSC/rating/designator) in the unit where you were assigned? (If you were on TDY, please answer for the group you were working with at that location.)

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
588	4.0	99	99	Don't know
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms

A	B	C	88
		GA95039	GA88039



1995 Status of the Armed Forces Survey (SAFS) - Form A

GA95041 - At the time the unwanted, uninvited sexual attention occurred or began, were you a supervisor who gave fitness reports to others?

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0430-0431	2		A YN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3961	27.0	-9	.	No response, invalid skip
3	0.0	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
4578	31.2	0	0	No
721	4.9	1	1	Yes
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms				
A	B	C	88	
			GA88041	

1995 Status of the Armed Forces Survey (SAFS) - Form A

GA95042 - At the time the unwanted, uninvited sexual attention occurred or began, how many people were in your immediate work group (that is, the people you saw and worked with every day)? (If you were on TDY, answer for your work group at that temporary location.)

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0432-0433	2		A MANY	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4002	27.3	-9	.	No response, invalid skip
15	0.1	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
1688	11.5	1	1	1-5 persons
2147	14.6	2	2	6-15 persons
717	4.9	3	3	16-25 persons
694	4.7	4	4	More than 25 persons
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms			
A	B	C	88
			GA88042

1995 Status of the Armed Forces Survey (SAFS) - Form A

GA95043 - At the time the unwanted, uninvited sexual attention occurred or began, did you have your own private work space? (If you were on TDY, answer for your work group at that temporary location.)

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0434-0435	2		A WHERE	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3989	27.2	-9	.	No response, invalid skip
20	0.1	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
3700	25.2	0	0	No, I just worked in a common working area
186	1.3	1	1	Yes, but I could be seen from four sides
473	3.2	2	2	Yes, but I could be seen from one to three sides (include cubicles)
419	2.9	3	3	Yes, a semiprivate office with a door that could be closed
476	3.2	4	4	Yes, a private office with a door that could be closed
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms			
A	B	C	88
			GA88043

1995 Status of the Armed Forces Survey (SAFS) - Form A

GA95044 - At the time the unwanted, uninvited sexual attention occurred or began, what was your marital status?

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0436-0437	2		A ST MAR	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3953	27.0	-9	.	No response, invalid skip
58	0.4	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
1477	10.1	1	1	Married for the first time
291	2.0	2	2	Remarried
149	1.0	3	3	Legally separated
136	0.9	4	4	Informally separated
8	0.1	5	5	Widowed
497	3.4	6	6	Divorced
2694	18.4	7	7	Single, never married
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms

A	B	C	88
		GA95044	GA88044

1995 Status of the Armed Forces Survey (SAFS) - Form A

GA95045 - Did the unwanted, uninvited sexual attention occur in CONUS  
(Continental United States), overseas or at sea?

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0438-0439	2		A CONUS	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3975	27.1	-9	.	No response, invalid skip
167	1.1	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
3760	25.7	1	1	CONUS (Continental United States)
1282	8.7	2	2	Overseas
79	0.5	3	3	At sea
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms

A	B	C	88
			GA88045

1995 Status of the Armed Forces Survey (SAFS) - Form A

GA95047 - If you were in CONUS, what was the general location where the uninvited, unwanted sexual attention occurred?

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0440-0441	2		A LOCTN	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3989	27.2	-9	.	No response, invalid skip
116	0.8	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
816	5.6	1	1	WEST COAST (California, Oregon, Washington)
232	1.6	2	2	ROCKY MOUNTAIN STATES (Arizona, Nevada, Utah, Idaho, Wyoming, Colorado, Montana, New Mexico)
536	3.7	3	3	SOUTHWEST (Texas, Oklahoma, Arkansas, Louisiana)
273	1.9	4	4	MIDWEST (N.Dakota, S. Dakota, Nebraska, Kansas, Minnesota, Wisconsin, Illinois, Indiana, Ohio, Missouri, Iowa, Michigan)
1086	7.4	5	5	SOUTHEAST (Kentucky, Tennessee, Mississippi, Alabama, Georgia, Florida, North Carolina, South Carolina)
763	5.2	6	6	MID-ATLANTIC (West Virginia, Virginia, Pennsylvania, Maryland, Delaware, New Jersey, District of Columbia)

(CONTINUED)

1995 Status of the Armed Forces Survey (SAFS) - Form A

GA95047 - If you were in CONUS, what was the general location where the uninvited, unwanted sexual attention occurred?

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
158	1.1	7	7	NEW ENGLAND (New York, Connecticut, Massachusetts, New Hampshire, Vermont, Rhode Island, Maine)
4336	29.6	67	67	Doesn't apply--Respondent didn't receive unwanted, uninvited sexual attention during the last 12 months.
1294	8.8	73	73	Doesn't apply--Unwanted, uninvited sexual attention occurred overseas or at sea.
14658	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms

A	B	C	88
			GA88047

1995 Status of the Armed Forces Survey (SAFS) - Form A

SRSEX - Are you:

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0442-0443	2		A SEX2	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
53	0.4	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
4173	28.5	1	1	Male
9373	63.9	2	2	Female
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
SRSEX	SRSEX	SRSEX	SRSEX



1995 Status of the Armed Forces Survey (SAFS) - Form A

SRMARST - What is your current marital status?

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0444-0445	2		A MARST	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
50	0.3	-9	.	No response, invalid skip
5	0.0	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
4857	33.1	1	1	Never married
6895	47.0	2	2	Married
445	3.0	3	3	Separated
1311	8.9	4	4	Divorced
36	0.2	5	5	Widowed
14658	99.7	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms				
A	B	C	88	
	SRMARST	SRMARST	*	

\* Note: The Crosswalk in Appendix D contains one or more items that measure the same concern using different wording or a different context.

1995 Status of the Armed Forces Survey (SAFS) - Form A

SRSVC - In what Service are you?

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0446-0447	2		A SVC	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
41	0.3	-9	.	No response, invalid skip
1059	7.2	-1	.B	No survey returned
3960	27.0	1	1	Army
2954	20.2	2	2	Navy
1820	12.4	3	3	Marine Corps
3343	22.8	4	4	Air Force
1481	10.1	5	5	Coast Guard
14658	100.0	TOTALS		

The Same Item in Other Forms

A	B	C	88
	SRSVC	SRSVC	SRSVC

1995 Status of the Armed Forces Survey (SAFS) - Form A

SRDATE - On what date did you complete this questionnaire?

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0448-0455	8		DATE9	NUM	5	YYMMDD8

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1059	7.2	18010101	.B	No survey returned
313	2.1	18040401	.I	Incomplete grid error
79	0.5	18070701	.O	Out of range error
3	0.0	18080801	.A	Multiple response error
59	0.4	18090901	.	No Response
181	1.2	19950329	12871	03/29/1995
563	3.8	19950330	12872	03/30/1995
638	4.4	19950331	12873	03/31/1995
368	2.5	19950401	12874	04/01/1995
303	2.1	19950402	12875	04/02/1995
711	4.9	19950403	12876	04/03/1995
634	4.3	19950404	12877	04/04/1995
451	3.1	19950405	12878	04/05/1995
317	2.2	19950406	12879	04/06/1995
248	1.7	19950407	12880	04/07/1995
157	1.1	19950408	12881	04/08/1995
132	0.9	19950409	12882	04/09/1995
339	2.3	19950410	12883	04/10/1995
281	1.9	19950411	12884	04/11/1995
216	1.5	19950412	12885	04/12/1995
165	1.1	19950413	12886	04/13/1995
209	1.4	19950414	12887	04/14/1995
175	1.2	19950415	12888	04/15/1995
124	0.8	19950416	12889	04/16/1995

(CONTINUED)

1995 Status of the Armed Forces Survey (SAFS) - Form A

SRDATE - On what date did you complete this questionnaire?

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
294	2.0	19950417	12890	04/17/1995
276	1.9	19950418	12891	04/18/1995
220	1.5	19950419	12892	04/19/1995
230	1.6	19950420	12893	04/20/1995
148	1.0	19950421	12894	04/21/1995
80	0.5	19950422	12895	04/22/1995
89	0.6	19950423	12896	04/23/1995
209	1.4	19950424	12897	04/24/1995
147	1.0	19950425	12898	04/25/1995
107	0.7	19950426	12899	04/26/1995
112	0.8	19950427	12900	04/27/1995
95	0.6	19950428	12901	04/28/1995
43	0.3	19950429	12902	04/29/1995
70	0.5	19950430	12903	04/30/1995
126	0.9	19950501	12904	05/01/1995
113	0.8	19950502	12905	05/02/1995
134	0.9	19950503	12906	05/03/1995
230	1.6	19950504	12907	05/04/1995
261	1.8	19950505	12908	05/05/1995
115	0.8	19950506	12909	05/06/1995
117	0.8	19950507	12910	05/07/1995
259	1.8	19950508	12911	05/08/1995
251	1.7	19950509	12912	05/09/1995
185	1.3	19950510	12913	05/10/1995
111	0.8	19950511	12914	05/11/1995
110	0.8	19950512	12915	05/12/1995
51	0.3	19950513	12916	05/13/1995
52	0.4	19950514	12917	05/14/1995

(CONTINUED)

1995 Status of the Armed Forces Survey (SAFS) - Form A

SRDATE - On what date did you complete this questionnaire?

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
127	0.9	19950515	12918	05/15/1995
90	0.6	19950516	12919	05/16/1995
99	0.7	19950517	12920	05/17/1995
82	0.6	19950518	12921	05/18/1995
58	0.4	19950519	12922	05/19/1995
42	0.3	19950520	12923	05/20/1995
37	0.3	19950521	12924	05/21/1995
78	0.5	19950522	12925	05/22/1995
57	0.4	19950523	12926	05/23/1995
46	0.3	19950524	12927	05/24/1995
35	0.2	19950525	12928	05/25/1995
36	0.2	19950526	12929	05/26/1995
17	0.1	19950527	12930	05/27/1995
20	0.1	19950528	12931	05/28/1995
32	0.2	19950529	12932	05/29/1995
224	1.5	19950530	12933	05/30/1995
230	1.6	19950531	12934	05/31/1995
169	1.2	19950601	12935	06/01/1995
87	0.6	19950602	12936	06/02/1995
54	0.4	19950603	12937	06/03/1995
57	0.4	19950604	12938	06/04/1995
120	0.8	19950605	12939	06/05/1995
86	0.6	19950606	12940	06/06/1995
80	0.5	19950607	12941	06/07/1995
57	0.4	19950608	12942	06/08/1995
39	0.3	19950609	12943	06/09/1995
36	0.2	19950610	12944	06/10/1995
38	0.3	19950611	12945	06/11/1995

(CONTINUED)

1995 Status of the Armed Forces Survey (SAFS) - Form A

SRDATE - On what date did you complete this questionnaire?

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
46	0.3	19950612	12946	06/12/1995
54	0.4	19950613	12947	06/13/1995
31	0.2	19950614	12948	06/14/1995
35	0.2	19950615	12949	06/15/1995
17	0.1	19950616	12950	06/16/1995
11	0.1	19950617	12951	06/17/1995
9	0.1	19950618	12952	06/18/1995
23	0.2	19950619	12953	06/19/1995
19	0.1	19950620	12954	06/20/1995
23	0.2	19950621	12955	06/21/1995
21	0.1	19950622	12956	06/22/1995
13	0.1	19950623	12957	06/23/1995
7	0.0	19950624	12958	06/24/1995
7	0.0	19950625	12959	06/25/1995
18	0.1	19950626	12960	06/26/1995
11	0.1	19950627	12961	06/27/1995
6	0.0	19950628	12962	06/28/1995
14	0.1	19950629	12963	06/29/1995
15	0.1	19950630	12964	06/30/1995
3	0.0	19950701	12965	07/01/1995
6	0.0	19950702	12966	07/02/1995
9	0.1	19950703	12967	07/03/1995
3	0.0	19950704	12968	07/04/1995
9	0.1	19950705	12969	07/05/1995
16	0.1	19950706	12970	07/06/1995
5	0.0	19950707	12971	07/07/1995
6	0.0	19950708	12972	07/08/1995
4	0.0	19950709	12973	07/09/1995

(CONTINUED)

1995 Status of the Armed Forces Survey (SAFS) - Form A

SRDATE - On what date did you complete this questionnaire?

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
14	0.1	19950710	12974	07/10/1995
10	0.1	19950711	12975	07/11/1995
11	0.1	19950712	12976	07/12/1995
8	0.1	19950713	12977	07/13/1995
4	0.0	19950714	12978	07/14/1995
5	0.0	19950715	12979	07/15/1995
2	0.0	19950716	12980	07/16/1995
7	0.0	19950717	12981	07/17/1995
3	0.0	19950718	12982	07/18/1995
7	0.0	19950719	12983	07/19/1995
6	0.0	19950720	12984	07/20/1995
6	0.0	19950721	12985	07/21/1995
2	0.0	19950722	12986	07/22/1995
1	0.0	19950723	12987	07/23/1995
1	0.0	19950724	12988	07/24/1995
1	0.0	19950725	12989	07/25/1995
1	0.0	19950726	12990	07/26/1995
3	0.0	19950727	12991	07/27/1995
1	0.0	19950728	12992	07/28/1995
1	0.0	19950729	12993	07/29/1995
3	0.0	19950730	12994	07/30/1995
3	0.0	19950731	12995	07/31/1995
2	0.0	19950802	12997	08/02/1995
1	0.0	19950806	13001	08/06/1995
2	0.0	19950807	13002	08/07/1995
1	0.0	19950811	13006	08/11/1995
3	0.0	19950812	13007	08/12/1995
1	0.0	19950813	13008	08/13/1995

(CONTINUED)

1995 Status of the Armed Forces Survey (SAFS) - Form A

SRDATE - On what date did you complete this questionnaire?

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1	0.0	19950814	13009	08/14/1995
1	0.0	19950816	13011	08/16/1995
1	0.0	19950817	13012	08/17/1995
1	0.0	19950818	13013	08/18/1995
1	0.0	19950819	13014	08/19/1995
1	0.0	19950820	13015	08/20/1995
1	0.0	19950822	13017	08/22/1995
1	0.0	19950825	13020	08/25/1995
2	0.0	19950827	13022	08/27/1995
1	0.0	19950828	13023	08/28/1995
1	0.0	19950831	13026	08/31/1995
2	0.0	19950905	13031	09/05/1995
14658	99.5	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

IN THE SAS DATA SET, A 18070701 (OUT-OF-RANGE ERROR) WAS ASSIGNED FOR RESPONDENTS WHO REPORTED COMPLETING THE SURVEY ON A DATE LESS THAN 2 DAYS AFTER THE FIRST SURVEY MAILING. RESPONSES WERE NOT CHECKED FOR VALID VALUES AT THE UPPER END OF THE RANGE.

VALUES WERE NOT CHECKED FOR VALID RANGE IN THE OS DATA (ASCII OR EBCDIC), BUT WERE CHECKED BY THE DDMMYY FORMAT IN THE SAS DATA SET.

The Same Item in Other Forms

A	B	C	88
	SRDATE	SRDATE	



1995 Status of the Armed Forces Survey (SAFS) - Form A

SRDATEFL - On what date did you complete this questionnaire?

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0456-0463	8		DATE9	NUM	5	YYMMDD8

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1059	7.2	18010101	.B	No survey returned
101	0.7	18040401	.I	Incomplete grid error
81	0.6	18070701	.O	Out of range error
3	0.0	18080801	.A	Multiple response error
59	0.4	18090901	.	No Response
181	1.2	19950329	12871	03/29/1995
563	3.8	19950330	12872	03/30/1995
638	4.4	19950331	12873	03/31/1995
368	2.5	19950401	12874	04/01/1995
304	2.1	19950402	12875	04/02/1995
715	4.9	19950403	12876	04/03/1995
661	4.5	19950404	12877	04/04/1995
475	3.2	19950405	12878	04/05/1995
328	2.2	19950406	12879	04/06/1995
260	1.8	19950407	12880	04/07/1995
165	1.1	19950408	12881	04/08/1995
136	0.9	19950409	12882	04/09/1995
339	2.3	19950410	12883	04/10/1995
281	1.9	19950411	12884	04/11/1995
216	1.5	19950412	12885	04/12/1995
165	1.1	19950413	12886	04/13/1995
209	1.4	19950414	12887	04/14/1995
175	1.2	19950415	12888	04/15/1995
124	0.8	19950416	12889	04/16/1995

(CONTINUED)

1995 Status of the Armed Forces Survey (SAFS) - Form A

SRDATEFL - On what date did you complete this questionnaire?

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
294	2.0	19950417	12890	04/17/1995
276	1.9	19950418	12891	04/18/1995
220	1.5	19950419	12892	04/19/1995
230	1.6	19950420	12893	04/20/1995
148	1.0	19950421	12894	04/21/1995
80	0.5	19950422	12895	04/22/1995
89	0.6	19950423	12896	04/23/1995
209	1.4	19950424	12897	04/24/1995
147	1.0	19950425	12898	04/25/1995
107	0.7	19950426	12899	04/26/1995
112	0.8	19950427	12900	04/27/1995
95	0.6	19950428	12901	04/28/1995
43	0.3	19950429	12902	04/29/1995
70	0.5	19950430	12903	04/30/1995
126	0.9	19950501	12904	05/01/1995
116	0.8	19950502	12905	05/02/1995
137	0.9	19950503	12906	05/03/1995
247	1.7	19950504	12907	05/04/1995
278	1.9	19950505	12908	05/05/1995
124	0.8	19950506	12909	05/06/1995
124	0.8	19950507	12910	05/07/1995
271	1.8	19950508	12911	05/08/1995
265	1.8	19950509	12912	05/09/1995
185	1.3	19950510	12913	05/10/1995
111	0.8	19950511	12914	05/11/1995
110	0.8	19950512	12915	05/12/1995
51	0.3	19950513	12916	05/13/1995
52	0.4	19950514	12917	05/14/1995

(CONTINUED)

1995 Status of the Armed Forces Survey (SAFS) - Form A

SRDATEFL - On what date did you complete this questionnaire?

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
127	0.9	19950515	12918	05/15/1995
90	0.6	19950516	12919	05/16/1995
99	0.7	19950517	12920	05/17/1995
82	0.6	19950518	12921	05/18/1995
58	0.4	19950519	12922	05/19/1995
42	0.3	19950520	12923	05/20/1995
37	0.3	19950521	12924	05/21/1995
78	0.5	19950522	12925	05/22/1995
57	0.4	19950523	12926	05/23/1995
46	0.3	19950524	12927	05/24/1995
35	0.2	19950525	12928	05/25/1995
36	0.2	19950526	12929	05/26/1995
17	0.1	19950527	12930	05/27/1995
20	0.1	19950528	12931	05/28/1995
32	0.2	19950529	12932	05/29/1995
224	1.5	19950530	12933	05/30/1995
230	1.6	19950531	12934	05/31/1995
171	1.2	19950601	12935	06/01/1995
88	0.6	19950602	12936	06/02/1995
54	0.4	19950603	12937	06/03/1995
60	0.4	19950604	12938	06/04/1995
127	0.9	19950605	12939	06/05/1995
90	0.6	19950606	12940	06/06/1995
85	0.6	19950607	12941	06/07/1995
63	0.4	19950608	12942	06/08/1995
42	0.3	19950609	12943	06/09/1995
36	0.2	19950610	12944	06/10/1995
38	0.3	19950611	12945	06/11/1995

(CONTINUED)

1995 Status of the Armed Forces Survey (SAFS) - Form A

SRDATEFL - On what date did you complete this questionnaire?

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
46	0.3	19950612	12946	06/12/1995
54	0.4	19950613	12947	06/13/1995
31	0.2	19950614	12948	06/14/1995
35	0.2	19950615	12949	06/15/1995
17	0.1	19950616	12950	06/16/1995
11	0.1	19950617	12951	06/17/1995
9	0.1	19950618	12952	06/18/1995
23	0.2	19950619	12953	06/19/1995
19	0.1	19950620	12954	06/20/1995
23	0.2	19950621	12955	06/21/1995
21	0.1	19950622	12956	06/22/1995
13	0.1	19950623	12957	06/23/1995
7	0.0	19950624	12958	06/24/1995
7	0.0	19950625	12959	06/25/1995
18	0.1	19950626	12960	06/26/1995
11	0.1	19950627	12961	06/27/1995
6	0.0	19950628	12962	06/28/1995
14	0.1	19950629	12963	06/29/1995
15	0.1	19950630	12964	06/30/1995
3	0.0	19950701	12965	07/01/1995
6	0.0	19950702	12966	07/02/1995
10	0.1	19950703	12967	07/03/1995
3	0.0	19950704	12968	07/04/1995
10	0.1	19950705	12969	07/05/1995
17	0.1	19950706	12970	07/06/1995
6	0.0	19950707	12971	07/07/1995
6	0.0	19950708	12972	07/08/1995
4	0.0	19950709	12973	07/09/1995

(CONTINUED)

1995 Status of the Armed Forces Survey (SAFS) - Form A

SRDATEFL - On what date did you complete this questionnaire?

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
14	0.1	19950710	12974	07/10/1995
10	0.1	19950711	12975	07/11/1995
11	0.1	19950712	12976	07/12/1995
8	0.1	19950713	12977	07/13/1995
4	0.0	19950714	12978	07/14/1995
5	0.0	19950715	12979	07/15/1995
2	0.0	19950716	12980	07/16/1995
7	0.0	19950717	12981	07/17/1995
3	0.0	19950718	12982	07/18/1995
7	0.0	19950719	12983	07/19/1995
6	0.0	19950720	12984	07/20/1995
6	0.0	19950721	12985	07/21/1995
2	0.0	19950722	12986	07/22/1995
1	0.0	19950723	12987	07/23/1995
1	0.0	19950724	12988	07/24/1995
1	0.0	19950725	12989	07/25/1995
1	0.0	19950726	12990	07/26/1995
3	0.0	19950727	12991	07/27/1995
1	0.0	19950728	12992	07/28/1995
1	0.0	19950729	12993	07/29/1995
3	0.0	19950730	12994	07/30/1995
3	0.0	19950731	12995	07/31/1995
2	0.0	19950802	12997	08/02/1995
1	0.0	19950803	12998	08/03/1995
1	0.0	19950806	13001	08/06/1995
2	0.0	19950807	13002	08/07/1995
1	0.0	19950808	13003	08/08/1995
1	0.0	19950811	13006	08/11/1995

(CONTINUED)

1995 Status of the Armed Forces Survey (SAFS) - Form A

SRDATEFL - On what date did you complete this questionnaire?

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3	0.0	19950812	13007	08/12/1995
1	0.0	19950813	13008	08/13/1995
1	0.0	19950814	13009	08/14/1995
1	0.0	19950816	13011	08/16/1995
1	0.0	19950817	13012	08/17/1995
1	0.0	19950818	13013	08/18/1995
1	0.0	19950819	13014	08/19/1995
1	0.0	19950820	13015	08/20/1995
1	0.0	19950822	13017	08/22/1995
1	0.0	19950825	13020	08/25/1995
2	0.0	19950827	13022	08/27/1995
1	0.0	19950828	13023	08/28/1995
1	0.0	19950831	13026	08/31/1995
2	0.0	19950905	13031	09/05/1995
14658	99.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

IN THE SAS DATA SET, A 18070701 (OUT-OF-RANGE ERROR) WAS ASSIGNED FOR RESPONDENTS WHO REPORTED COMPLETING THE SURVEY ON A DATE LESS THAN 2 DAYS AFTER THE FIRST SURVEY MAILING. RESPONSES WERE NOT CHECKED FOR VALID VALUES AT THE UPPER END OF THE RANGE.

VALUES WERE NOT CHECKED FOR VALID RANGE IN THE OS DATA (ASCII OR EBCDIC), BUT WERE CHECKED BY THE DDMMYY FORMAT IN THE SAS DATA SET.

THIS VARIABLE WAS CREATED USING THE ASSUMPTION THAT A MISSING VALUE IN THE TENS COLUMN OF THE DAY GRID WAS ZERO.

1995 Status of the Armed Forces Survey (SAFS) - Form A

SRMO - On what date did you complete this questionnaire? - month

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0464-0465	2		\$MO	CHAR	2	\$CHAR2

TOO NUMEROUS TO LIST HERE.  
THIS INFORMATION IS NOT LISTED BECAUSE IT WAS COMBINED WITH  
SRDAY TO CREATE SRDATE.

1995 Status of the Armed Forces Survey (SAFS) - Form A

SRDAY - On what date did you complete this questionnaire? - day

OS DATA	
COLS	LENGTH
0466-0467	2

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
\$MO	CHAR	2	\$CHAR2

TOO NUMEROUS TO LIST HERE.  
THIS INFORMATION IS NOT LISTED BECAUSE IT WAS COMBINED WITH  
SRMO TO CREATE SRDATE.



1995 Status of the Armed Forces Survey (SAFS) - Form A

COMMENT - Comments

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0468-0469	2	COMMENT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1059	7.2	-1	.B	No survey returned
10221	69.7	0	0	No Comment Written
3378	23.0	1	1	Comment Written
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

The Same Item in Other Forms

A	B	C	88
	COMMENT	COMMENT	COMMENT

1995 Status of the Armed Forces Survey (SAFS) - Form A

MISS\_9 - This variable is a count of the number of times that the respondent was assigned a -9 "No response(invalid skip)".

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0470-0473	4	COUNT	NUM	4	STDOS4

TOO NUMEROUS TO LIST HERE.  
THE VALUES FOR THIS VARIABLE RANGE FROM 0 TO 131.

1995 Status of the Armed Forces Survey (SAFS) - Form A

MISS\_8 - This variable is a count of the number of times that the respondent was assigned a -8 "Multiple response error".

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0474-0475	2		COUNT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1059	7.2	-1	.B	No survey returned
12248	83.6	0	0	0 Times
954	6.5	1	1	1 Time
210	1.4	2	2	2 Times
93	0.6	3	3	3 Times
35	0.2	4	4	4 Times
23	0.2	5	5	5 Times
14	0.1	6	6	6 Times
10	0.1	7	7	7 Times
3	0.0	8	8	8 Times
5	0.0	9	9	9 Times
2	0.0	10	10	10 Times
1	0.0	11	11	11 Times
1	0.0	13	13	13 Times
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

1995 Status of the Armed Forces Survey (SAFS) - Form A

MISS\_7 - This variable is a count of the number of times that the respondent was assigned a -7 "Out of range error".

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0476-0477	2		COUNT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1059	7.2	-1	.B	No survey returned
13514	92.2	0	0	0 Times
85	0.6	1	1	1 Time
14658	100.0	TOTALS		

1995 Status of the Armed Forces Survey (SAFS) - Form A

MISS\_6 - This variable is a count of the number of times that the respondent was assigned a -6 "Not Applicable (valid skip)".

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0478-0479	2		COUNT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1059	7.2	-1	.B	No survey returned
7	0.0	1	1	1 Time
23	0.2	2	2	2 Times
117	0.8	3	3	3 Times
554	3.8	4	4	4 Times
2479	16.9	5	5	5 Times
1007	6.9	6	6	6 Times
912	6.2	7	7	7 Times
1684	11.5	8	8	8 Times
3086	21.1	9	9	9 Times
1526	10.4	10	10	10 Times
801	5.5	11	11	11 Times
454	3.1	12	12	12 Times
188	1.3	13	13	13 Times
115	0.8	14	14	14 Times
75	0.5	15	15	15 Times
55	0.4	16	16	16 Times
33	0.2	17	17	17 Times
29	0.2	18	18	18 Times
17	0.1	19	19	19 Times
29	0.2	20	20	20 Times
23	0.2	21	21	21 Times
24	0.2	22	22	22 Times

(CONTINUED)

1995 Status of the Armed Forces Survey (SAFS) - Form A

MISS\_6 - This variable is a count of the number of times that the respondent was assigned a -6 "Not Applicable (valid skip)".

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
26	0.2	23	23	23 Times
41	0.3	24	24	24 Times
58	0.4	25	25	25 Times
61	0.4	26	26	26 Times
79	0.5	27	27	27 Times
58	0.4	28	28	28 Times
20	0.1	29	29	29 Times
10	0.1	30	30	30 Times
5	0.0	31	31	31 Times
3	0.0	32	32	32 Times
14658	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

1995 Status of the Armed Forces Survey (SAFS) - Form A

MISS\_4 - This variable is a count of the number of times that the respondent was assigned a -4 "Incomplete grid error".

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0480-0481	2		COUNT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1059	7.2	-1	.B	No survey returned
13273	90.6	0	0	0 Times
325	2.2	1	1	1 Time
1	0.0	2	2	2 Times
14658	100.0	TOTALS		

1995 Status of the Armed Forces Survey (SAFS) - Form A

MISS\_2 - This variable is a count of the number of times that the respondent was assigned a -2 "Implied continuation. Response on this item inconsistent with respondent not skipping out of other items".

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0482-0483	2		COUNT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1059	7.2	-1	.B	No survey returned
12258	83.6	0	0	0 Times
1063	7.3	1	1	1 Time
197	1.3	2	2	2 Times
49	0.3	3	3	3 Times
20	0.1	4	4	4 Times
8	0.1	5	5	5 Times
1	0.0	6	6	6 Times
2	0.0	7	7	7 Times
1	0.0	9	9	9 Times
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.



1995 Status of the Armed Forces Survey (SAFS) - Form A

MISS\_TOT - This variable is the sum of all MISS\_ variables.

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0484-0487	4	COUNT	NUM	4	STDOS4

TOO NUMEROUS TO LIST HERE.  
THE VALUES FOR THIS VARIABLE RANGE FROM 0 TO 140.

1995 Status of the Armed Forces Survey (SAFS) - Form A

BATCH - The number assigned by DRC to identify the scan grouping that included the survey. <survey control system variable>

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0488-0491	4		MISSING	NUM	4	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1059	7.2	-1	.B	No survey returned
140	1.0	1	1	Batch 1
646	4.4	4	4	Batch 4
988	6.7	6	6	Batch 6
763	5.2	8	8	Batch 8
380	2.6	12	12	Batch 12
2	0.0	13	13	Batch 13
637	4.3	15	15	Batch 15
418	2.9	19	19	Batch 19
714	4.9	22	22	Batch 22
428	2.9	25	25	Batch 25
730	5.0	29	29	Batch 29
6	0.0	31	31	Batch 31
2	0.0	33	33	Batch 33
640	4.4	35	35	Batch 35
1	0.0	36	36	Batch 36
345	2.4	39	39	Batch 39
616	4.2	43	43	Batch 43
86	0.6	47	47	Batch 47
182	1.2	49	49	Batch 49
513	3.5	53	53	Batch 53
153	1.0	58	58	Batch 58
516	3.5	60	60	Batch 60

(CONTINUED)

1995 Status of the Armed Forces Survey (SAFS) - Form A

BATCH - The number assigned by DRC to identify the scan grouping that included the survey. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
157	1.1	62	62	Batch 62
225	1.5	65	65	Batch 65
514	3.5	70	70	Batch 70
435	3.0	74	74	Batch 74
3	0.0	76	76	Batch 76
523	3.6	79	79	Batch 79
107	0.7	82	82	Batch 82
409	2.8	85	85	Batch 85
572	3.9	88	88	Batch 88
49	0.3	91	91	Batch 91
392	2.7	92	92	Batch 92
6	0.0	97	97	Batch 97
279	1.9	98	98	Batch 98
358	2.4	101	101	Batch 101
40	0.3	103	103	Batch 103
167	1.1	106	106	Batch 106
137	0.9	109	109	Batch 109
147	1.0	112	112	Batch 112
47	0.3	115	115	Batch 115
1	0.0	118	118	Batch 118
56	0.4	121	121	Batch 121
62	0.4	124	124	Batch 124
6	0.0	838	838	Batch 838
1	0.0	860	860	Batch 860
14658	99.7	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

1995 Status of the Armed Forces Survey (SAFS) - Form A

SERIAL - The sequence number within the batch assigned by DRC to identify an individual survey. <survey control system variable>

OS DATA	
COLS	LENGTH
0492-0495	4

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
MISSING	NUM	4	STDOS4

TOO NUMEROUS TO LIST HERE.

1995 Status of the Armed Forces Survey (SAFS) - Form A

LITHO - The number printed on the survey as a unique identifier.  
<survey control system variable>

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0496-0501	6	MISSING	NUM	5	STDOS6

TOO NUMEROUS TO LIST HERE.

1995 Status of the Armed Forces Survey (SAFS) - Form A

SCANDATE - This variable is the date that the returned survey was scanned. <survey control system variable>

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0502-0509	8	DATE9	NUM	5	YYMMDD8

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1059	7.2	18010101	.B	No survey returned
112	0.8	19950413	12886	04/13/1995
1127	7.7	19950418	12891	04/18/1995
1731	11.8	19950419	12892	04/19/1995
2144	14.6	19950421	12894	04/21/1995
2	0.0	19950423	12896	04/23/1995
527	3.6	19950424	12897	04/24/1995
211	1.4	19950425	12898	04/25/1995
345	2.4	19950502	12905	05/02/1995
1257	8.6	19950504	12907	05/04/1995
86	0.6	19950505	12908	05/05/1995
182	1.2	19950510	12913	05/10/1995
157	1.1	19950512	12915	05/12/1995
225	1.5	19950513	12916	05/13/1995
516	3.5	19950514	12917	05/14/1995
513	3.5	19950516	12919	05/16/1995
153	1.0	19950517	12920	05/17/1995
952	6.5	19950522	12925	05/22/1995
523	3.6	19950530	12933	05/30/1995
107	0.7	19950604	12938	06/04/1995
409	2.8	19950606	12940	06/06/1995
572	3.9	19950608	12942	06/08/1995
441	3.0	19950614	12948	06/14/1995

(CONTINUED)

1995 Status of the Armed Forces Survey (SAFS) - Form A

SCANDATE - This variable is the date that the returned survey was scanned. <survey control system variable>

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
291	2.0	19950615	12949	06/15/1995
358	2.4	19950621	12955	06/21/1995
40	0.3	19950622	12956	06/22/1995
167	1.1	19950628	12962	06/28/1995
137	0.9	19950709	12973	07/09/1995
147	1.0	19950721	12985	07/21/1995
1	0.0	19950724	12988	07/24/1995
47	0.3	19950728	12992	07/28/1995
57	0.4	19950801	12996	08/01/1995
62	0.4	19950918	13044	09/18/1995
14658	99.8	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

1995 Status of the Armed Forces Survey (SAFS) - Form A

INRECNO - This variable is a unique ID number for the respondent assigned in the survey control system. <survey control system variable>

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0510-0515	6	Z6	NUM	5	6

CODES TOO NUMEROUS TO LIST HERE.  
THE VALUES FOR THIS VARIABLE RANGE FROM 1 TO 91,006.



1995 Status of the Armed Forces Survey (SAFS) - Form A

MAILING - This variable gives the wave number and cover letter date of the mailing which resulted in the returned survey. <survey control system variable>

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0516-0517	2		MAILING	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1059	7.2	-1	.B	No survey returned
9029	61.6	3	3	Wave 1 3/27 (mailing 3)
454	3.1	6	6	Wave 1 4/17 (mailing 6)
136	0.9	7	7	Wave 1 4/24 (mailing 7)
2443	16.7	8	8	Wave 2 4/27 (mailing 8)
1463	10.0	10	10	Wave 3 5/26 (mailing 10)
74	0.5	11	11	Wave 3 6/27 (mailing 11)
14658	100.0	TOTALS		

NOTE: THE MAILING NUMBER GIVEN IN PARENTHESIS IDENTIFIES THE MAILING IN THE SURVEY CONTROL SYSTEM.

1995 Status of the Armed Forces Survey (SAFS) - Form A

MATSEX - Is there a match between the gender indicated in SRSEX and the gender in the survey control system by variable SEX.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0518-0519	2		MATCH	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
62	0.4	-9	.	Missing Data. At least one of the variables being compared is missing
1059	7.2	-1	.B	No survey returned
32	0.2	0	0	No Match
13505	92.1	1	1	Match
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

1995 Status of the Armed Forces Survey (SAFS) - Form A

MATRACE - Is there a match between the race indicated in SRRACE and SRHISPAN and the race indicated in the survey control system by variable RETH.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0520-0521	2		MATCH	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
194	1.3	-9	.	Missing Data. At least one of the variables being compared is missing
1059	7.2	-1	.B	No survey returned
1355	9.2	0	0	No Match
12050	82.2	1	1	Match
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

1995 Status of the Armed Forces Survey (SAFS) - Form A

MATSVC - Is there a match between the service indicated in SRSVC and the service indicated in the survey control system by variable SVC.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0522-0523	2		MATCH	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
41	0.3	-9	.	Missing Data. At least one of the variables being compared is missing
1059	7.2	-1	.B	No survey returned
9	0.1	0	0	No Match
13549	92.4	1	1	Match
14658	100.0	TOTALS		

1995 Status of the Armed Forces Survey (SAFS) - Form A

MATPG - Is there a match between the paygrade indicated in SRGRADE and the paygrade indicated in the survey control system by variable PG.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0524-0525	2		MATCH	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
88	0.6	-9	.	Missing Data. At least one of the variables being compared is missing
1059	7.2	-1	.B	No survey returned
2777	18.9	0	0	No Match
10734	73.2	1	1	Match
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

SOME RESPONDENTS WILL HAVE BEEN PROMOTED (OR LESS LIKELY DEMOTED) IN THE PERIOD BETWEEN WHEN THE DMDC FILES WERE UPDATED AND WHEN THE SURVEY WAS COMPLETED.

1995 Status of the Armed Forces Survey (SAFS) - Form A

WCSTRAT - Weighting class strata

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0526-0529	4		3	NUM	4	STDOS4

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
264	1.8	1	1	1
60	0.4	2	2	2
33	0.2	3	3	3
30	0.2	4	4	4
367	2.5	5	5	5
1071	7.3	6	6	6
62	0.4	7	7	7
51	0.3	8	8	8
29	0.2	9	9	9
49	0.3	10	10	10
21	0.1	11	11	11
787	5.4	12	12	12
165	1.1	13	13	13
23	0.2	14	14	14
36	0.2	15	15	15
188	1.3	17	17	17
270	1.8	18	18	18
75	0.5	19	19	19
42	0.3	20	20	20
84	0.6	23	23	23
285	1.9	24	24	24
23	0.2	27	27	27
234	1.6	30	30	30
33	0.2	31	31	31

(CONTINUED)

1995 Status of the Armed Forces Survey (SAFS) - Form A

WCSTRAT - Weighting class strata

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
32	0.2	35	35	35
60	0.4	36	36	36
184	1.3	37	37	37
47	0.3	38	38	38
47	0.3	39	39	39
25	0.2	40	40	40
289	2.0	41	41	41
739	5.0	42	42	42
87	0.6	43	43	43
26	0.2	45	45	45
47	0.3	46	46	46
66	0.5	47	47	47
342	2.3	48	48	48
156	1.1	49	49	49
25	0.2	50	50	50
240	1.6	53	53	53
131	0.9	54	54	54
81	0.6	55	55	55
23	0.2	56	56	56
30	0.2	57	57	57
68	0.5	59	59	59
203	1.4	60	60	60
26	0.2	62	62	62
47	0.3	64	64	64
28	0.2	65	65	65
154	1.1	66	66	66
42	0.3	67	67	67
34	0.2	71	71	71

(CONTINUED)

1995 Status of the Armed Forces Survey (SAFS) - Form A

WCSTRAT - Weighting class strata

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
28	0.2	72	72	72
141	1.0	73	73	73
36	0.2	75	75	75
28	0.2	76	76	76
394	2.7	77	77	77
235	1.6	78	78	78
82	0.6	79	79	79
27	0.2	80	80	80
20	0.1	81	81	81
115	0.8	83	83	83
120	0.8	84	84	84
172	1.2	85	85	85
28	0.2	86	86	86
113	0.8	89	89	89
35	0.2	90	90	90
49	0.3	91	91	91
36	0.2	92	92	92
79	0.5	95	95	95
58	0.4	96	96	96
21	0.1	97	97	97
27	0.2	101	101	101
23	0.2	102	102	102
28	0.2	103	103	103
344	2.3	108	108	108
43	0.3	109	109	109
45	0.3	110	110	110
560	3.8	112	112	112
705	4.8	113	113	113

(CONTINUED)



1995 Status of the Armed Forces Survey (SAFS) - Form A

WCSTRAT - Weighting class strata

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
63	0.4	114	114	114
22	0.2	115	115	115
38	0.3	117	117	117
44	0.3	118	118	118
437	3.0	119	119	119
172	1.2	120	120	120
36	0.2	121	121	121
244	1.7	124	124	124
254	1.7	125	125	125
49	0.3	126	126	126
30	0.2	127	127	127
90	0.6	130	130	130
113	0.8	131	131	131
127	0.9	137	137	137
22	0.2	138	138	138
33	0.2	142	142	142
37	0.3	143	143	143
486	3.3	144	144	144
38	0.3	145	145	145
73	0.5	146	146	146
68	0.5	147	147	147
310	2.1	148	148	148
89	0.6	149	149	149
104	0.7	150	150	150
47	0.3	154	154	154
23	0.2	155	155	155
227	1.5	156	156	156
22	0.2	157	157	157

(CONTINUED)

1995 Status of the Armed Forces Survey (SAFS) - Form A

WCSTRAT - Weighting class strata

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
94	0.6	160	160	160
113	0.8	180	180	180
14658	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

A STRATIFIED RANDOM SAMPLING DESIGN WAS USED FOR EACH OF THE THREE SURVEYS. THE SAMPLING FRAME WAS STRATIFIED FOR EACH FORM BY SERVICE, LOCATION (CONUS/OCONUS), PAY GRADE GROUPINGS, GENDER, AND RACE/ETHNICITY GROUPINGS. OPTIMUM ALLOCATION TECHNIQUES WERE USED TO ALLOCATE THE SAMPLE ACROSS THE STRATA. VARIANCE ESTIMATION REQUIRES AT LEAST TWO ANALYSIS RECORDS WITHIN EACH SAMPLING STRATUM. PRECISION OF THE ESTIMATES IMPROVES AS THE AVERAGE NUMBER OF ANALYSIS RECORDS WITHIN THE STRATA INCREASES. SINCE NONRESPONSE CAUSES A DECREASE IN THE NUMBER OF RECORDS, SEVERAL STRATA WERE COLLAPSED. STRATA WERE COMBINED BASED ON THE STRATUM VARIABLES AND THE RESPONSE PATTERN WITHIN THE STRATA. THUS WEIGHTING CLASS STRATA (WCSTRAT) WERE FORMED BY COLLAPSING THE SAMPLING STRATA. APPROXIMATELY, 70 STRATA WERE COLLAPSED EITHER BEFORE THE SAMPLE WAS DRAWN OR AFTER DATA COLLECTION WAS COMPLETE FOR FORM A. FORMS B AND C HAVE 50 AND 102, RESPECTIVELY, COLLAPSED. SAMPLING FRAME COUNTS WERE CALCULATED WITHIN THE WEIGHTING CLASS STRATA FOR ANALYSIS PURPOSES (NWCSTRAT). APPENDIX A IN DMDC REPORT 96-016, "THE 1995 ARMED FORCES SEXUAL HARASSMENT SURVEY: STATISTICAL METHODOLOGY REPORT" GIVES THE RECOMMENDED USES OF THE VARIABLE DURING ANALYSIS.

1995 Status of the Armed Forces Survey (SAFS) - Form A

WGHT\_FLG - Record weighted as respondent flag

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0530-0531	2		WGHT	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
14658	100.0	1	1	1
14658	100.0	TOTALS		

1995 Status of the Armed Forces Survey (SAFS) - Form A

ELIG\_FLG - Eligibility flag

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0532-0533	2		ELIGF	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1059	7.2	0	0	0
13599	92.8	1	1	1
14658	100.0	TOTALS		

1995 Status of the Armed Forces Survey (SAFS) - Form A

NWCSTRAT - Frame count in weighting class strata

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0534-0539	6		6	NUM	5	STDOS6

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
35	0.2	163	163	163
28	0.2	197	197	197
27	0.2	218	218	218
23	0.2	224	224	224
37	0.3	266	266	266
58	0.4	269	269	269
23	0.2	303	303	303
89	0.6	384	384	384
79	0.5	412	412	412
113	0.8	489	489	489
94	0.6	499	499	499
60	0.4	545	545	545
22	0.2	548	548	548
47	0.3	745	745	745
34	0.2	919	919	919
120	0.8	972	972	972
131	0.9	1080	1080	1080
115	0.8	1125	1125	1125
310	2.1	1131	1131	1131
33	0.2	1157	1157	1157
68	0.5	1209	1209	1209
32	0.2	1216	1216	1216
235	1.6	1485	1485	1485
113	0.8	1545	1545	1545

(CONTINUED)

1995 Status of the Armed Forces Survey (SAFS) - Form A

NWCSTRAT - Frame count in weighting class strata

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
73	0.5	1564	1564	1564
127	0.9	1771	1771	1771
154	1.1	1792	1792	1792
38	0.3	1832	1832	1832
254	1.7	1841	1841	1841
28	0.2	1904	1904	1904
28	0.2	2127	2127	2127
203	1.4	2287	2287	2287
394	2.7	2385	2385	2385
270	1.8	2576	2576	2576
28	0.2	2687	2687	2687
68	0.5	3205	3205	3205
234	1.6	3776	3776	3776
20	0.1	4165	4165	4165
285	1.9	4259	4259	4259
342	2.3	4427	4427	4427
21	0.1	5068	5068	5068
25	0.2	5090	5090	5090
84	0.6	5282	5282	5282
23	0.2	5418	5418	5418
437	3.0	5556	5556	5556
240	1.6	5608	5608	5608
25	0.2	5793	5793	5793
90	0.6	5796	5796	5796
23	0.2	5978	5978	5978
21	0.1	6036	6036	6036
227	1.5	6281	6281	6281
26	0.2	6462	6462	6462

(CONTINUED)

1995 Status of the Armed Forces Survey (SAFS) - Form A

NWCSTRAT - Frame count in weighting class strata

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
113	0.8	6479	6479	6479
36	0.2	6486	6486	6486
188	1.3	6581	6581	6581
22	0.2	6619	6619	6619
36	0.2	6883	6883	6883
38	0.3	7137	7137	7137
705	4.8	7743	7743	7743
30	0.2	7748	7748	7748
47	0.3	7907	7907	7907
66	0.5	7972	7972	7972
36	0.2	8040	8040	8040
36	0.2	8077	8077	8077
30	0.2	8170	8170	8170
29	0.2	8182	8182	8182
23	0.2	8648	8648	8648
33	0.2	8703	8703	8703
49	0.3	8731	8731	8731
244	1.7	8937	8937	8937
45	0.3	9076	9076	9076
42	0.3	9172	9172	9172
739	5.0	9236	9236	9236
47	0.3	9357	9357	9357
486	3.3	9538	9538	9538
27	0.2	9620	9620	9620
44	0.3	10568	10568	10568
33	0.2	10621	10621	10621
47	0.3	10695	10695	10695
787	5.4	11381	11381	11381

(CONTINUED)

1995 Status of the Armed Forces Survey (SAFS) - Form A

NWCSTRAT - Frame count in weighting class strata

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
104	0.7	12344	12344	12344
289	2.0	12854	12854	12854
172	1.2	13095	13095	13095
367	2.5	13189	13189	13189
43	0.3	13548	13548	13548
28	0.2	14059	14059	14059
49	0.3	14180	14180	14180
30	0.2	14292	14292	14292
1071	7.3	14645	14645	14645
42	0.3	14961	14961	14961
49	0.3	18048	18048	18048
560	3.8	19696	19696	19696
22	0.2	20082	20082	20082
47	0.3	23675	23675	23675
82	0.6	25662	25662	25662
26	0.2	27245	27245	27245
75	0.5	29134	29134	29134
81	0.6	31499	31499	31499
60	0.4	34104	34104	34104
156	1.1	37235	37235	37235
165	1.1	50231	50231	50231
172	1.2	53594	53594	53594
141	1.0	59603	59603	59603
51	0.3	63292	63292	63292
184	1.3	81660	81660	81660
344	2.3	88265	88265	88265
62	0.4	101477	101477	101477
264	1.8	108515	108515	108515

(CONTINUED)



1995 Status of the Armed Forces Survey (SAFS) - Form A

NWCSTRAT - Frame count in weighting class strata

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
63	0.4	112069	112069	112069
87	0.6	132311	132311	132311
14658	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

A STRATIFIED RANDOM SAMPLING DESIGN WAS USED FOR EACH OF THE THREE SURVEYS. THE SAMPLING FRAME WAS STRATIFIED FOR EACH FORM BY SERVICE, LOCATION (CONUS/OCONUS), PAY GRADE GROUPINGS, GENDER, AND RACE/ETHNICITY GROUPINGS. OPTIMUM ALLOCATION TECHNIQUES WERE USED TO DISTRIBUTE THE SAMPLE ACROSS THE STRATA. VARIANCE ESTIMATION REQUIRES AT LEAST TWO ANALYSIS RECORDS WITHIN EACH SAMPLING STRATUM. PRECISION OF THE ESTIMATES IMPROVES AS THE AVERAGE NUMBER OF ANALYSIS RECORDS WITHIN THE STRATA INCREASES. SINCE NONRESPONSE CAUSES A DECREASE IN THE NUMBER OF RECORDS, SEVERAL STRATA WERE COLLAPSED. STRATA WERE COMBINED BASED ON THE STRATUM VARIABLES AND THE RESPONSE PATTERN WITHIN THE STRATA. THUS, WEIGHTING CLASS STRATA (WCSTRAT) WERE FORMED BY COLLAPSING THE SAMPLING STRATA. SAMPLING FRAME COUNTS WERE CALCULATED WITHIN THE WEIGHTING CLASS STRATA FOR ANALYSIS PURPOSES. APPENDIX A IN DMDC REPORT 96-016, "THE 1995 ARMED FORCES SEXUAL HARASSMENT SURVEY: STATISTICAL METHODOLOGY REPORT" GIVES RECOMMENDED USES OF THE VARIABLE DURING ANALYSIS.

1995 Status of the Armed Forces Survey (SAFS) - Form A

FINAL\_WT - Final Analysis Weight

OS DATA	
COLS	LENGTH
0540-0558	19

SAS DATA			
FORMAT NAME	TYPE	LENGTH	INFORMAT
19.14	NUM	8	19.14

1995 Status of the Armed Forces Survey (SAFS) - Form A

DMDC\_ID - This variable is a sequential number assigned to each record in the sample. <survey control system variable>

OS DATA		SAS DATA			
COLS	LENGTH	FORMAT NAME	TYPE	LENGTH	INFORMAT
0559-0564	6	Z6	NUM	5	6

TOO NUMEROUS TO LIST HERE.  
THE VALUES FOR THIS VARIABLE RANGE FROM 0 TO 91,006.

1995 Status of the Armed Forces Survey (SAFS) - Form A

SEX - Initial stratification variable: The member's gender is ...  
<survey control system variable>

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0565-0566	2		SEX	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
10	0.1	0	0	Unknown
4512	30.8	1	1	Male
10136	69.1	2	2	Female
14658	100.0	TOTALS		

NOTE: THIS VARIABLE WAS USED FOR STRATIFICATION. FOR A DEFINITION, SEE FIGURE TITLED 'LINKAGE BETWEEN INITIAL STRATIFICATION VARIABLES AND DMDC MASTER FILES' IN DMDC REPORT 96-016, "THE 1995 ARMED FORCES SEXUAL HARASSMENT SURVEY: STATISTICAL METHODOLOGY REPORT".

1995 Status of the Armed Forces Survey (SAFS) - Form A

SVC - Initial stratification variable: The respondent was a member of the ... <survey control system variable>

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0567-0568	2		SERV	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4419	30.1	1	1	Army
3242	22.1	2	2	Navy
1877	12.8	3	3	Marine Corp
3539	24.1	4	4	Air Force
1581	10.8	5	5	Coast Guard
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

NOTE: THIS VARIABLE WAS USED FOR STRATIFICATION. FOR A DEFINITION, SEE FIGURE TITLED 'LINKAGE BETWEEN INITIAL STRATIFICATION VARIABLES AND DMDC MASTER FILES' IN DMDC REPORT 96-016, "THE 1995 ARMED FORCES SEXUAL HARASSMENT SURVEY: STATISTICAL METHODOLOGY REPORT".

1995 Status of the Armed Forces Survey (SAFS) - Form A

COMP - Initial stratification variable: This variable was constructed to identify members of Active and Reserve components. <survey control system variable>

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0569-0570	2		COMP	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
14643	99.9	1	1	Active Duty
11	0.1	2	2	National Guard (AGR/TAR)
4	0.0	3	3	Reserves (AGR/TAR)
14658	100.0	TOTALS		

NOTE: THIS VARIABLE WAS USED FOR STRATIFICATION. FOR A DEFINITION, SEE FIGURE TITLED 'LINKAGE BETWEEN INITIAL STRATIFICATION VARIABLES AND DMDC MASTER FILES' IN DMDC REPORT 96-016, "THE 1995 ARMED FORCES SEXUAL HARASSMENT SURVEY: STATISTICAL METHODOLOGY REPORT".

1995 Status of the Armed Forces Survey (SAFS) - Form A

RSERVICE - Final stratification variable: This is a constructed variable used to identify the different service sample stratum. <survey control system variable>

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0571-0572	2		RSERV	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
4408	30.1	1	1	Army
3238	22.1	2	2	Navy
1877	12.8	3	3	Marine Corp
3539	24.1	4	4	Air Force
1581	10.8	5	5	Coast Guard
15	0.1	6	6	AGR/TAR
14658	100.0	TOTALS		

NOTE: THIS VARIABLE IS A STRATIFICATION VARIABLE. FOR A DEFINITION, SEE FIGURE TITLED 'LINKAGE BETWEEN INITIAL STRATIFICATION VARIABLES AND DMDC MASTER FILES' IN DMDC REPORT 96-016, "THE 1995 ARMED FORCES SEXUAL HARASSMENT SURVEY: STATISTICAL METHODOLOGY REPORT".

1995 Status of the Armed Forces Survey (SAFS) - Form A

LOCATION - Final stratification variable: This is a constructed variable used to identify whether a member was located in the continental US (CONUS) or outside the continental US (OCONUS). <survey control system variable>

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0573-0574	2		CONUS	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
68	0.5	0	0	Unknown
12022	82.0	1	1	U.S.
2568	17.5	2	2	Overseas
14658	100.0	TOTALS		

NOTE: THIS VARIABLE WAS USED FOR STRATIFICATION. FOR A DEFINITION, SEE FIGURE TITLED 'LINKAGE BETWEEN INITIAL STRATIFICATION VARIABLES AND DMDC MASTER FILES' IN DMDC REPORT 96-016, "THE 1995 ARMED FORCES SEXUAL HARASSMENT SURVEY: STATISTICAL METHODOLOGY REPORT".

THIS VARIABLE IS CONSTRUCTED FROM DMDC MASTER FILE VARIABLES.

NOTE: ALASKA AND HAWAII ARE INCLUDED IN U.S. WHEREAS TERRITORIES ARE CLASSIFIED AS OVERSEAS. ADDITIONAL DISTINCTION NEEDS TO BE MADE BY LOOKING AT FIGURE 1 IN THE REFERENCE CITED ABOVE.



1995 Status of the Armed Forces Survey (SAFS) - Form A

OCCLS - Occupation Classification - % Female Representation

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0575-0576	2		OCCLS	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
953	6.5	0	0	Occupation Unknown
706	4.8	1	1	Class 1 - Enlisted 0 to 2.9
				percent - Officers 0 to 2.9
				percent
1218	8.3	2	2	Class 2 - Enlisted 3.0 to 4.9
				percent - Officers 3.0 to 4.9
				percent
1969	13.4	3	3	Class 3 - Enlisted 5.0 to 9.9
				percent - Officers 5.0 to 7.9
				percent
617	4.2	4	4	Class 4 - Enlisted 10.0 to 10.9
				percent - Officers 8.0 to 9.9
				percent
3194	21.8	5	5	Class 5 - Enlisted 11.0 to 17.7
				percent - Officers 10.0 to 15.7
				percent
3126	21.3	6	6	Class 6 - Enlisted 17.9 to 24.4
				percent - Officers 15.8 to 25.9
				percent
2875	19.6	7	7	Class 7 - Enlisted 25.0 to 38.0
				percent - Officers 27.4 to 74.0
				percent
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THE CLASSES WERE CONSTRUCTED FROM AUGUST 1994 DMDC RECORDS.

1995 Status of the Armed Forces Survey (SAFS) - Form A

R\_SRAGE - How old were you on your last birthday?

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0577-0578	2		AGE	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
58	0.4	-9	.	No Response, Invalid Skip
7	0.0	-8	.A	Multiple Response Error
6	0.0	-7	.O	Out of Range Error
14	0.1	-4	.I	Incomplete Grid Error
1059	7.2	-1	.B	No survey returned
1465	10.0	20	20	20 Years Old And Under
980	6.7	21	21	21 Years Old
942	6.4	22	22	22 Years Old
971	6.6	23	23	23 Years Old
927	6.3	24	24	24 Years Old
812	5.5	25	25	25 Years Old
688	4.7	26	26	26 Years Old
627	4.3	27	27	27 Years Old
576	3.9	28	28	28 Years Old
531	3.6	29	29	29 Years Old
504	3.4	30	30	30 Years Old
457	3.1	31	31	31 Years Old
464	3.2	32	32	32 Years Old
417	2.8	33	33	33 Years Old
378	2.6	34	34	34 Years Old
379	2.6	35	35	35 Years Old
361	2.5	36	36	36 Years Old
318	2.2	37	37	37 Years Old
297	2.0	38	38	38 Years Old

(CONTINUED)

1995 Status of the Armed Forces Survey (SAFS) - Form A

R\_SRAGE - How old were you on your last birthday?

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
259	1.8	39	39	39 Years Old
246	1.7	40	40	40 Years Old
212	1.4	41	41	41 Years Old
155	1.1	42	42	42 Years Old
116	0.8	43	43	43 Years Old
141	1.0	44	44	44 Years Old
76	0.5	45	45	45 Years Old
58	0.4	46	46	46 Years Old
48	0.3	47	47	47 Years Old
37	0.3	48	48	48 Years Old
19	0.1	49	49	49 Years Old
53	0.4	50	50	50 Years Old And Over
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

THIS RECODED VARIABLE REPRESENTS RESPONDENTS' SELF-REPORTED AGE (FORMERLY SRAGE). CODES HAVE BEEN COLLAPSED AT BOTH ENDS OF THE AGE SCALE, INTO THE CATEGORIES "20 AND UNDER" AND "50 AND OVER", RESPECTIVELY.

1995 Status of the Armed Forces Survey (SAFS) - Form A

R\_SRED - How much education have you completed? Mark the ONE answer that describes the HIGHEST grade or academic degree that you have COMPLETED.

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0579-0580	2		EDUCATE	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
55	0.4	-9	.	No Response, Invalid Skip
252	1.7	-8	.A	Multiple Response Error
1059	7.2	-1	.B	No survey returned
3288	22.4	3	3	High school diploma or less schooling
4719	32.2	4	4	Less than 2 years of college credits, but no college degree
690	4.7	5	5	2-year college degree (AA/AS)
1243	8.5	6	6	More than 2 years of college credits, but no 4-year college degree
1460	10.0	7	7	4-year college degree (BA/BS)
642	4.4	8	8	Some graduate school, but no graduate degree
1250	8.5	9	9	Master's, doctoral, or professional school degree (MA/MS/PhD/MD/JD/DVM)
14658	100.0	TOTALS		

THIS RECODED VARIABLE REPRESENTS RESPONDENTS' SELF-REPORTED EDUCATIONAL ATTAINMENT (FORMERLY SRED). THE FIRST THREE RESPONSES HAVE BEEN COLLAPSED TO FORM THE CATEGORY "HIGH SCHOOL DIPLOMA OR LESS SCHOOLING".

1995 Status of the Armed Forces Survey (SAFS) - Form A

RGA95040 - At the time this unwanted, uninvited sexual attention occurred or began, what was your paygrade?

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0581-0582	2		STRTGRDE	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
3954	27.0	-9	.	No response, invalid skip
163	1.1	-8	.A	Multiple response error
1059	7.2	-1	.B	No survey returned
2202	15.0	1	1	E1 thru E3
1241	8.5	2	2	E4
1024	7.0	3	3	E5 thru E9
679	4.6	4	4	Officers
4336	29.6	67	67	Doesn't apply--No harassment
14658	100.0	TOTALS		

THIS RECODED VARIABLE IS BASED ON GA95040. THIS COLLAPSED CODING PARALLELS THAT OF XPAYGRD2 -- RESPONDENTS' SELF-REPORTED (IMPUTED) PAYGRADE.

1995 Status of the Armed Forces Survey (SAFS) - Form A

XSEX - Constructed: Sex

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0583-0584	2		B SRSEX	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1059	7.2	-1	.B	No survey returned
4187	28.6	1	1	Male
9412	64.2	2	2	Female
14658	100.0	TOTALS		

VARIABLES PRECEDED WITH AN X ARE BASED ON SELF-REPORT DATA AND "IMPUTED" FOR MISSING INFORMATION; WHEN RESPONDENTS' SELF-REPORTED DEMOGRAPHIC DATA WERE MISSING, SURVEY CONTROL SYSTEM DATA WERE UTILIZED. SEE APPENDIX K FOR COMPUTATION.

1995 Status of the Armed Forces Survey (SAFS) - Form A

X SVC - Constructed: Service

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0585-0586	2		B SRSVC	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1059	7.2	-1	.B	No survey returned
3971	27.1	1	1	Army
2959	20.2	2	2	Navy
1828	12.5	3	3	Marine Corps
3352	22.9	4	4	Air Force
1489	10.2	5	5	Coast Guard
14658	100.1	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

VARIABLES PRECEDED WITH AN X ARE BASED ON SELF-REPORT DATA AND "IMPUTED" FOR MISSING INFORMATION; WHEN RESPONDENTS' SELF-REPORTED DEMOGRAPHIC DATA WERE MISSING, SURVEY CONTROL SYSTEM DATA WERE UTILIZED. SEE APPENDIX K FOR COMPUTATION.

1995 Status of the Armed Forces Survey (SAFS) - Form A

XRCE - Constructed: Race

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0587-0588	2		XRCE	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1060	7.2	-9	.	Missing Data
5	0.0	-8	.A	Multiple resp
1059	7.2	-1	.B	No survey return
6700	45.7	1	1	White
4810	32.8	2	2	Black
1024	7.0	3	3	Other Minority
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

VARIABLES PRECEDED WITH AN X ARE BASED ON SELF-REPORT DATA AND "IMPUTED" FOR MISSING INFORMATION; WHEN RESPONDENTS' SELF-REPORTED DEMOGRAPHIC DATA WERE MISSING, SURVEY CONTROL SYSTEM DATA WERE UTILIZED. SEE APPENDIX K FOR COMPUTATION. THIS VARIABLE DENOTES RACE REGARDLESS OF ETHNICITY. OTHER MINORITY INCLUDES: NATIVE AMERICANS, ESKIMOS, ALEUTS, ASIANS AND PACIFIC ISLANDERS.



1995 Status of the Armed Forces Survey (SAFS) - Form A

XRACETH - Constructed: Race-ethnicity

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0589-0590	2		XRACETH	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1072	7.3	-9	.	Missing Data
5	0.0	-8	.A	Multiple resp
1059	7.2	-1	.B	No survey return
6260	42.7	1	1	Non-Hispanic White
4692	32.0	2	2	Non-Hispanic Black
548	3.7	3	3	Hispanic
1022	7.0	4	4	Native Am./Asian, Pacific Isl.
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

VARIABLES PRECEDED WITH AN X ARE BASED ON SELF-REPORT DATA AND "IMPUTED" FOR MISSING INFORMATION; WHEN RESPONDENTS' SELF-REPORTED DEMOGRAPHIC DATA WERE MISSING, SURVEY CONTROL SYSTEM DATA WERE UTILIZED. SEE APPENDIX K FOR COMPUTATION. THIS VARIABLE COMBINES RACE AND ETHNICITY.

1995 Status of the Armed Forces Survey (SAFS) - Form A

XPAYGRD2 - Constructed: Paygrade

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0591-0592	2		XPAY2	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1059	7.2	-1	.B	No survey returned
2817	19.2	1	1	E1 thru E3
4030	27.5	2	2	E4
3786	25.8	3	3	E5 thru E9
2966	20.2	4	4	Officers
14658	99.9	TOTALS		

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

VARIABLES PRECEDED WITH AN X ARE BASED ON SELF-REPORT DATA AND "IMPUTED" FOR MISSING INFORMATION; WHEN RESPONDENTS' SELF-REPORTED DEMOGRAPHIC DATA WERE MISSING, SURVEY CONTROL SYSTEM DATA WERE UTILIZED. SEE APPENDIX K FOR COMPUTATION.

1995 Status of the Armed Forces Survey (SAFS) - Form A

INCTYP\_A - Any Type of Unwanted Behavior (88 Form)

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0593-0594	2		EXPER	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1059	7.2	-1	.B	No survey return
7824	53.4	0	0	Not experienced
5775	39.4	1	1	Experienced
14658	100.0	TOTALS		

THIS CONSTRUCTED VARIABLE FOR ANY TYPE OF UNWANTED BEHAVIOR IS BASED ON ALL ITEMS GA95012A--GA95012J AND GA95015A--GA95015J. SEE APPENDIX K FOR COMPUTATION.

1995 Status of the Armed Forces Survey (SAFS) - Form A

INCTYP\_C - Any Type of Unwanted Behavior (Form C)

OS DATA			SAS DATA			
COLS	LENGTH		FORMAT NAME	TYPE	LENGTH	INFORMAT
0595-0596	2		EXPER	NUM	4	STDOS2

FREQ	PERCENT	OS VALUE	SAS VALUE	MEANING
1059	7.2	-1	.B	No survey return
7883	53.8	0	0	Not experienced
5716	39.0	1	1	Experienced
14658	100.0	TOTALS		

THIS CONSTRUCTED VARIABLE FOR ANY TYPE OF UNWANTED BEHAVIOR IS BASED ON ALL ITEMS GA95012A--GA95012J. SEE APPENDIX K FOR COMPUTATION.



## **Appendix H**

### **Flat File (OS) Layout for the Survey Analysis File**

**Appendix H**  
**Flat File (OS) Layout for the Survey Analysis File**

<u>Variable</u>	<u>Type</u>	<u>Start</u>	<u>Stop</u>	<u>Length</u>	<u>Label</u>
FORM	Char	0001	0001	01	Survey form completed by the respondent
GA95001	Num	0002	0003	02	More/less sex harass outside military?
GA95002	Num	0004	0005	02	Attitude of CO at post/base re SH?
GA95003A	Num	0006	0007	02	Senior Service leaders try to stop SH
GA95003B	Num	0008	0009	02	Senior install leaders try to stop SH
GA95003C	Num	0010	0011	02	My super/CO enforces mil SH policy
GA95003D	Num	0012	0013	02	Other unit COs I've had discourage SH?
GA95003E	Num	0014	0015	02	My training instructor discourages SH?
GA95003F	Num	0016	0017	02	COs (diff station) discourage harass?
GA95004A	Num	0018	0019	02	Ever consider leaving or transfer--No
GA95004B	Num	0020	0021	02	Ever request trans-No but consider
GA95004C	Num	0022	0023	02	Ever request trans-Yes and have
GA95004D	Num	0024	0025	02	Ever request trans-Yes waiting
GA95004E	Num	0026	0027	02	Ever consider leaving-Yes but stayed
GA95004F	Num	0028	0029	02	Ever consider leaving-Yes am now
GA95005	Num	0030	0031	02	Know/heard anyone harassed on duty?
GA95006A	Num	0032	0033	02	Effect: Ignore the behavior?
GA95006B	Num	0034	0035	02	Effect: Avoiding the person?
GA95006C	Num	0036	0037	02	Effect: Ask person to stop?
GA95006D	Num	0038	0039	02	Effect: Tell/threaten to tell coworker?
GA95006E	Num	0040	0041	02	Effect: Threaten to tell person's CO?
GA95006F	Num	0042	0043	02	Effect: Report to person's CO?
GA95006G	Num	0044	0045	02	Effect: File formal complaint?
GA95006H	Num	0046	0047	02	Effect: Threaten 2 tell person's spouse?
GA95006I	Num	0048	0049	02	Effect: Threaten 2 tell own spouse?
GA95006J	Num	0050	0051	02	Effect: Threaten drastic action?
GA95006K	Num	0052	0053	02	Effect: Become more firm at work?
GA95006L	Num	0054	0055	02	Effect: Other course of action?
GA9506SP	Num	0056	0057	02	Effect: Anything in Specify box?
GA95007	Num	0058	0059	02	Last yr: Anyone unfairly accused of SH?
GA95008	Num	0060	0061	02	Last yr: Offensive sex talk/behavior?
GA95009A	Num	0062	0063	02	Duty stat: Establish anti-SH policies
GA95009B	Num	0064	0065	02	Duty stat: Thorough complaint invest
GA95009C	Num	0066	0067	02	Duty stat: Enforce penalty on supers/COs
GA95009D	Num	0068	0069	02	Duty stat: Enforce penalty on harassers
GA95009E	Num	0070	0071	02	Duty stat: Pub formal compl channels
GA95009F	Num	0072	0073	02	Duty stat: Provide counsel 2 SH victims
GA95009G	Num	0074	0075	02	Duty stat: Aware trg for mil personnel
GA95009H	Num	0076	0077	02	Duty stat: Aware trg for Cdrs/EO people
GA95009I	Num	0078	0079	02	Duty stat: Estab office 4 SH complaints
GA95009J	Num	0080	0081	02	Duty stat: Other way to reduce SH?
GA9509SP	Num	0082	0083	02	Duty stat: Anything in Specify box?
GA95010A	Num	0084	0085	02	See mil harass DoD or C Guard civ?
GA95010B	Num	0086	0087	02	See mil harass local civ. residents?
GA95010C	Num	0088	0089	02	See mil harass foreign nat. DoD?

<u>Variable</u>	<u>Type</u>	<u>Start</u>	<u>Stop</u>	<u>Length</u>	<u>Label</u>
GA95010D	Num	0090	0091	02	See mil harass other foreign nat?
GA95010E	Num	0092	0093	02	See mil harass civilian contractors?
GA95010F	Num	0094	0095	02	Not seen military personnel harass civ.
GA95011A	Num	0096	0097	02	Ever: Actual or attempted rape?
GA95011B	Num	0098	0099	02	Ever: Pressure for sex favors?
GA95011C	Num	0100	0101	02	Ever: Sexually touch lean/corner?
GA95011D	Num	0102	0103	02	Ever: Sexual looks/gestures?
GA95011E	Num	0104	0105	02	Ever: Sex materials/calls/letters?
GA95011F	Num	0106	0107	02	Ever: Pressure for dates?
GA95011G	Num	0108	0109	02	Ever: Sex teasing/remarks/jokes?
GA95011H	Num	0110	0111	02	Ever: Sex calls/hoots/whistles?
GA95011I	Num	0112	0113	02	Ever: Proposal to partic sex acts?
GA95011J	Num	0114	0115	02	Ever: Other sexual attention?
GA95011K	Num	0116	0117	02	Ever: Never got unwanted sex attn.
GA9511SP	Num	0118	0119	02	Ever: Anything in Specify box?
GA95012A	Num	0120	0121	02	Last yr: Actual or attempted rape?
GA95012B	Num	0122	0123	02	Last yr: Pressure for sex favors?
GA95012C	Num	0124	0125	02	Last yr: Sexually touch lean/corner?
GA95012D	Num	0126	0127	02	Last yr: Sexual looks/gestures?
GA95012E	Num	0128	0129	02	Last yr: Sex materials/calls/letters?
GA95012F	Num	0130	0131	02	Last yr: Pressure for dates?
GA95012G	Num	0132	0133	02	Last yr: Sex teasing/remarks/jokes?
GA95012H	Num	0134	0135	02	Last yr: Sex calls/hoots/whistles?
GA95012I	Num	0136	0137	02	Last yr: Proposal to partic sex acts?
GA95012J	Num	0138	0139	02	Last yr: Other sexual attention?
GA95012K	Num	0140	0141	02	Last yr: Never got unwanted sex attn.
GA9512SP	Num	0142	0143	02	Last yr: Anything in Specify box?
GA9512FL	Num	0144	0145	02	Last yr: Exper harass imputed.
GA95013A	Num	0146	0147	02	Big sit: This was only experience.
GA95013B	Num	0148	0149	02	Big sit: This was most recent exper.
GA95013C	Num	0150	0151	02	Big sit: This exper still continuing
GA95013D	Num	0152	0153	02	Big sit: Exper damaged my career.
GA95013E	Num	0154	0155	02	Big sit: Lost friends b/c this exper.
GA95013F	Num	0156	0157	02	Big sit: Caused me to transfer.
GA95013G	Num	0158	0159	02	Big sit: I may leave Service b/c exper.
GA95013H	Num	0160	0161	02	Big sit: Did not only occur at work
GA95014	Num	0162	0163	02	Big sit: Occur during TDY/TAD?
GA95015A	Num	0164	0165	02	Big sit: Actual or attempted rape
GA95015B	Num	0166	0167	02	Big sit: Pressure for sexual favors
GA95015C	Num	0168	0169	02	Big sit: Touch made you uncomfot
GA95015D	Num	0170	0171	02	Big sit: Offensive sexual gestures
GA95015E	Num	0172	0173	02	Big sit: Display sexist materials
GA95015F	Num	0174	0175	02	Big sit: Pressure for dates
GA95015G	Num	0176	0177	02	Big sit: Sexual remark or jokes?
GA95015H	Num	0178	0179	02	Big sit: Whistled at in sexual way
GA95015I	Num	0180	0181	02	Big sit: Attempts to get sex partic
GA95015J	Num	0182	0183	02	Big sit: Other sex-related behavior
GA9515SP	Num	0184	0185	02	Big sit: Anything in Specify box?



<u>Variable</u>	<u>Type</u>	<u>Start</u>	<u>Stop</u>	<u>Length</u>	<u>Label</u>
GA95016A	Num	0186	0187	02	Big sit: You ignored the behavior
GA95016B	Num	0188	0189	02	Big sit: You avoided the person(s)
GA95016C	Num	0190	0191	02	Big sit: You asked person to stop
GA95016D	Num	0192	0193	02	Big sit: U threaten 2 tell/told coworker
GA95016E	Num	0194	0195	02	Big sit: Reported beh 2 unit commander?
GA95016F	Num	0196	0197	02	Big sit: Made a joke of the behavior?
GA95016G	Num	0198	0199	02	Big sit: Went along with the behavior?
GA95016H	Num	0200	0201	02	Big sit: Transferred/disciplined person
GA95016I	Num	0202	0203	02	Big sit: U asked another 2 speak for U
GA95016J	Num	0204	0205	02	Big sit: Threaten to harm person
GA95016K	Num	0206	0207	02	Big sit: You took some other action
GA9516SP	Num	0208	0209	02	Big sit: Any actions in Specify box
GA95017	Num	0210	0211	02	Big sit: How long did it last
GA95018	Num	0212	0213	02	Big sit: How often did it occur
GA95019A	Num	0214	0215	02	Big sit: Work conditions worse?
GA95019B	Num	0216	0217	02	Big sit: Denied promotion/good report
GA95019C	Num	0218	0219	02	Big sit: Transferred to new location
GA95019D	Num	0220	0221	02	Big sit: I was trans to new location
GA95019E	Num	0222	0223	02	Big sit: Transfer new site same install
GA95019F	Num	0224	0225	02	Big sit: Work conditions better
GA95019G	Num	0226	0227	02	Big sit: Got promotion/good report
GA95019H	Num	0228	0229	02	Big sit: No changes occurred
GA95020	Num	0230	0231	02	Big sit: Did you take formal action
GA95021A	Num	0232	0233	02	Big sit: No report--I took care of it
GA95021B	Num	0234	0235	02	Big sit: No report--Indiv not at my stat
GA95021C	Num	0236	0237	02	Big sit: No report--Harasser unknown
GA95021D	Num	0238	0239	02	Big sit: No report--Others handled
GA95021E	Num	0240	0241	02	Big sit: No report--Unsure what to do
GA95021F	Num	0242	0243	02	Big sit: No report--No need
GA95021G	Num	0244	0245	02	Big sit: No report--Not hurt harasser
GA95021H	Num	0246	0247	02	Big sit: No report--Too embarrassed
GA95021I	Num	0248	0249	02	Big sit: No report--Org not do anything
GA95021J	Num	0250	0251	02	Big sit: No report--Take too much time
GA95021K	Num	0252	0253	02	Big sit: No report--Hold against/blame
GA95021L	Num	0254	0255	02	Big sit: No report--Make work unpleasant
GA95021M	Num	0256	0257	02	Big sit: No report--Labeled troublemaker
GA95022A	Num	0258	0259	02	Big sit: Reported it to CO
GA95022B	Num	0260	0261	02	Big sit: Requested mast?
GA95022C	Num	0262	0263	02	Big sit: Reported it to a special office
GA95022D	Num	0264	0265	02	Big sit: Reported it to JAG
GA95022E	Num	0266	0267	02	Big sit: Went above your CO
GA95022F	Num	0268	0269	02	Big sit: Reported it to IG
GA95022G	Num	0270	0271	02	Big sit: You requested temp assign
GA95022H	Num	0272	0273	02	Big sit: Reported it elsewhere
GA9522SP	Num	0274	0275	02	Big sit: Reported elsewhere--Specify box
GA95023A	Num	0276	0277	02	Big sit: Complaint was substantiated
GA95023B	Num	0278	0279	02	Big sit: Complaint was unsubstantiated
GA95023C	Num	0280	0281	02	Big sit: Organization corrected sit

<u>Variable</u>	<u>Type</u>	<u>Start</u>	<u>Stop</u>	<u>Length</u>	<u>Label</u>
GA95023D	Num	0282	0283	02	Big sit: Action taken against harasser
GA95023E	Num	0284	0285	02	Big sit: CO/officials hostile to me
GA95023F	Num	0286	0287	02	Big sit: Complaint--Org took no action
GA95023G	Num	0288	0289	02	Big sit: Still processing complaint
GA95023H	Num	0290	0291	02	Big sit: Dont know what action org took
GA95024A	Num	0292	0293	02	Big sit: Feelings re mil affected
GA95024B	Num	0294	0295	02	Big sit: Feelings re unit affected
GA95024C	Num	0296	0297	02	Big sit: Opinion of opp. sex?
GA95024D	Num	0298	0299	02	Big sit: Opinion of same sex?
GA95024E	Num	0300	0301	02	Big sit: Feelings about work?
GA95024F	Num	0302	0303	02	Big sit: Self-esteem?
GA95024G	Num	0304	0305	02	Big sit: Opinion of superiors?
GA95024H	Num	0306	0307	02	Big sit: Emotional condition?
GA95024I	Num	0308	0309	02	Big sit: Physical condition?
GA95024J	Num	0310	0311	02	Big sit: Abil. to work w/ others?
GA95024K	Num	0312	0313	02	Big sit: Quality of your work?
GA95024L	Num	0314	0315	02	Big sit: Quantity of your work?
GA95024M	Num	0316	0317	02	Big sit: Effect on spousal relations
GA95024N	Num	0318	0319	02	Big sit: Effect on other family relation
GA95024O	Num	0320	0321	02	Big sit: Effect on work attendance
GA95024P	Num	0322	0323	02	Big sit: Effect on overall fitness
GA95024Q	Num	0324	0325	02	Big sit: Effect on readiness?
GA95024R	Num	0326	0327	02	Big sit: Effect on job attitude
GA95024S	Num	0328	0329	02	Big sit: Effect on sense of job control
GA95025	Num	0330	0331	02	Big sit: Others know of the harass?
GA95026	Num	0332	0333	02	Big sit: Others tell harasser to stop?
GA95027A	Num	0334	0335	02	Big sit: Caused by immed mil super
GA95027B	Num	0336	0337	02	Big sit: Caused by immed civ super
GA95027C	Num	0338	0339	02	Big sit: Caused by Unit commander
GA95027D	Num	0340	0341	02	Big sit: Caused by mil of higher rank
GA95027E	Num	0342	0343	02	Big sit: Caused by mil coworker(s)
GA95027F	Num	0344	0345	02	Big sit: Caused by civ coworker(s)
GA95027G	Num	0346	0347	02	Big sit: Caused by mil subordinate(s)
GA95027H	Num	0348	0349	02	Big sit: Caused by civ subordinate(s)
GA95027I	Num	0350	0351	02	Big sit: Caused by other mil personnel
GA95027J	Num	0352	0353	02	Big sit: Caused by other civ personnel
GA95027K	Num	0354	0355	02	Big sit: Caused by unknown others
GA95028	Num	0356	0357	02	Big sit: Harasser(s) in your unit?
GA95029A	Num	0358	0359	02	Big sit: Gender of harasser(s)
GA95029B	Num	0360	0361	02	Big sit: Age of harasser(s)?
GA95029C	Num	0362	0363	02	Big sit: Race/ethnic of harasser(s)
GA9529D1	Num	0364	0365	02	Big sit: Harasser mar stat: Married
GA9529D2	Num	0366	0367	02	Big sit: Harasser mar stat: Single
GA9529D3	Num	0368	0369	02	Big sit: Harasser mar stat: Div/sep/wid
GA9529D4	Num	0370	0371	02	Big sit: Harasser mar stat: Unknown
GA9529E1	Num	0372	0373	02	Big sit: Harasser? U.S. military
GA9529E2	Num	0374	0375	02	Big sit: Harasser? Civ employee
GA9529E3	Num	0376	0377	02	Big sit: Harasser? Civ contractor

<u>Variable</u>	<u>Type</u>	<u>Start</u>	<u>Stop</u>	<u>Length</u>	<u>Label</u>
GA9529E4	Num	0378	0379	02	Big sit: Harasser? DoD foreign employee
GA9529E5	Num	0380	0381	02	Big sit: Harasser? Local civ resident
GA9529E6	Num	0382	0383	02	Big sit: Harasser? Local foreign resid
GA9529E7	Num	0384	0385	02	Big sit: Harasser? Unknown
GA95030	Num	0386	0387	02	Big sit: Time in active duty before expr
GA95031	Num	0388	0389	02	Big sit: Harasser bother other personnel
GA95032	Num	0390	0391	02	Big sit: Seek medical/emotional help
GA95033A	Num	0392	0393	02	Big sit: Didn't discuss or seek advice
GA95033B	Num	0394	0395	02	Big sit: Briefly talked w/friends
GA95033C	Num	0396	0397	02	Big sit: Briefly talked w/family
GA95033D	Num	0398	0399	02	Big sit: Long talk w/friends
GA95033E	Num	0400	0401	02	Big sit: Long talk w/family
GA95033F	Num	0402	0403	02	Big sit: Talked w/co-workers
GA95033G	Num	0404	0405	02	Big sit: Talked off-record w/unit CO
GA95033H	Num	0406	0407	02	Big sit: Asked advice from friends
GA95033I	Num	0408	0409	02	Big sit: Asked advice from family
GA95033J	Num	0410	0411	02	Big sit: Asked advice from coworkers
GA95033K	Num	0412	0413	02	Big sit: I sought religious counseling
GA95033L	Num	0414	0415	02	Big sit: Took other form of action
GA9533SP	Num	0416	0417	02	Big sit: Any other action in Specify box
GA95034	Num	0418	0419	02	Big sit: Used leave because of SH
GA95035	Num	0420	0421	02	Big sit: Affected my productivity/perf
GA95036	Num	0422	0423	02	Big sit: How long productivity suffer
GA95037	Num	0424	0425	02	Big sit: Gender mix of work group
GA95038	Num	0426	0427	02	Big sit: Gender of super
GA95039	Num	0428	0429	02	Big sit: 1st of your sex in this work
GA95041	Num	0430	0431	02	Big sit: Were you a supervisor then
GA95042	Num	0432	0433	02	Big sit: How many in your group then
GA95043	Num	0434	0435	02	Big sit: You have own work space then
GA95044	Num	0436	0437	02	Big sit: Your marital status then
GA95045	Num	0438	0439	02	Big sit: Occur CONUS/OCONUS/at sea
GA95047	Num	0440	0441	02	Big sit: If occurred CONUS--Geo locale
SRSEX	Num	0442	0443	02	Respondent's gender
SRMARST	Num	0444	0445	02	Respondent's marital status
SRSVC	Num	0446	0447	02	Respondent's Service
SRDATE	Num	0448	0455	08	Date questionnaire was completed
SRDATEFL	Num	0456	0463	08	Date questionnaire was completed - ver.2
SRMO	Char	0464	0465	02	Month questionnaire was completed
SRDAY	Char	0466	0467	02	Day questionnaire was completed
COMMENT	Num	0468	0469	02	Did respondent write other comments
MISS_9	Num	0470	0473	04	No response(invalid skip)
MISS_8	Num	0474	0475	02	Multiple response error
MISS_7	Num	0476	0477	02	Out-of-range error
MISS_6	Num	0478	0479	02	Not applicable(valid skip)
MISS_4	Num	0480	0481	02	Incomplete grid error
MISS_2	Num	0482	0483	02	Implied continuation
MISS_TOT	Num	0484	0487	04	Total number of missing data codes
BATCH	Num	0488	0491	04	DRC document batch number

<u>Variable</u>	<u>Type</u>	<u>Start</u>	<u>Stop</u>	<u>Length</u>	<u>Label</u>
SERIAL	Num	0492	0495	04	DRC document serial number
LITHO	Num	0496	0501	06	Returned DRC litho code
SCANDATE	Num	0502	0509	08	Date Scanned
INRECNO	Num	0510	0515	06	Master SCS ID Number
MAILING	Num	0516	0517	02	Mailing Number
MATSEX	Num	0518	0519	02	Gender Match Flag
MATRACE	Num	0520	0521	02	Race Match Flag
MATSVC	Num	0522	0523	02	Service Match Flag
MATPG	Num	0524	0525	02	Paygrade Match Flag
WCSTRAT	Num	0526	0529	04	Weighting class strata
WGHT_FLG	Num	0530	0531	02	Record weighted as respondent flag
ELIG_FLG	Num	0532	0533	02	Eligibility flag
NWCSTRAT	Num	0534	0539	06	Frame count in weighting class strata
FINAL_WT	Num	0540	0558	19	Final Analysis Weight
DMDC_ID	Num	0559	0564	06	DMDC randomly assigned ID
SEX	Num	0565	0566	02	Gender on DMDC Records When Sampled
SVC	Num	0567	0568	02	Service on DMDC Records When Sampled
COMP	Num	0569	0570	02	Component from DMDC Records When Sampled
RSERVICE	Num	0571	0572	02	Service from SVC & COMP for Sampling
LOCATION	Num	0573	0574	02	Location from DMDC Records When Sampled
OCCLS	Num	0575	0576	02	Occupation Classification - % Female Rep
R_SRAGE	Num	0577	0578	02	Recoded Respondent's age
R_SRED	Num	0579	0580	02	Recoded Respondent's Education
RG95040	Num	0581	0582	02	Paygrade at onset of harassment
XSEX	Num	0583	0584	02	Constructed: Sex
XSVC	Num	0585	0586	02	Constructed: Service
XRCE	Num	0587	0588	02	Constructed: Race
XRACETH	Num	0589	0590	02	Constructed: Race-ethnicity
XPAYGRD2	Num	0591	0592	02	Constructed: Paygrade
INCTYP_A	Num	0593	0594	02	Any type of unwanted behavior (88 Form)
INCTYP_C	Num	0595	0596	02	Any type of unwanted behavior (Form C)

## **Appendix I**

### **Copies of the Letters sent to Potential Respondents**



PERSONNEL AND  
READINESS

UNDER SECRETARY OF DEFENSE  
4000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-4000

February 13, 1995

\*\*\*\*\*5-DIGIT 00604  
SSGT JOSEPH SAMPLE USAF 09999999  
123 ANY STREET  
ANYTOWN WA 99999-9999

Dear Sergeant Sample:

In March 1994, the Secretary of Defense requested the unwavering support of the Department's senior leaders in ensuring all Defense employees are provided the opportunity to carry out their jobs without discrimination or harassment. Recently, I approved a series of surveys of active duty military members to determine if DoD sexual/gender harassment policies and programs designed to ensure fair treatment of military personnel are effective and to identify areas where improvements may be needed.

You were randomly selected to receive one of these surveys. In a few weeks, you will receive a copy of the "1995 Status of the Armed Forces Surveys: Gender Issues." Your responses will be confidential. Survey answers will be combined so that individual responses cannot be identified. Only group statistics will be reported, and no data identifying individuals will be released to anyone.

If the address on this letter is incorrect or your address will soon change, please take a moment to inform us of the corrected address. Return this letter, with your correct address, to the DMDC Survey Processing Activity, c/o Data Recognition Corporation, 5900 Baker Road, Minnetonka, MN 55345-5967, or by fax to 612-945-7279.

I urge you to complete your survey when it arrives. This is your opportunity to provide input into the formulation of policies which directly affect you and other Service members.

Thank you for your time and assistance in this important effort.

Sincerely,

Edwin Dorn



February 13, 1995

\*\*\*\*\*5-DIGIT 00604  
SSGT JOSEPH SAMPLE 09999999  
123 ANY STREET  
ANYTOWN WA 99999-9999

Dear Sergeant Sample:

In a few weeks, you will receive a copy of the 1995 Status of the Armed Forces Surveys: Gender Issues. This survey is one of several surveys the Department of Defense is conducting this year for all the Armed Services, including the Coast Guard, to gather information on a variety of personnel issues. You were randomly selected to participate in this survey involving gender issues.

The questionnaire you will receive asks about policies designed to ensure fair treatment of all military personnel and about Coast Guard procedures for carrying out these policies. Your responses to this questionnaire will help assess the effectiveness of these policies and will identify areas that may need improvement.

The information you provide on this survey is confidential. Your identity will be closely guarded. Only group statistics will be reported and no data that could identify individuals will be released.

If the address on this letter is incorrect or your address will change soon, please take a moment to inform us of the correct address. Return this letter, with your correct address, to the DMDC Survey Processing Activity, c/o Data Recognition Corporation, 5900 Baker Road, Minnetonka, MN 55345-5967, or by fax to 612-945-7279.

I urge you to complete your survey as soon as it arrives. This is your opportunity to provide input in the formulation of policies that directly affect you and your fellow Coast Guard members.

Thank you in advance for your participation.

A handwritten signature in cursive script that reads "Robert E. Kramek".

R. E. KRAMEK  
Commandant



PERSONNEL AND  
READINESS

UNDER SECRETARY OF DEFENSE --  
4000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-4000

March 20, 1995

\*\*\*\*\*5-DIGIT 00604  
SSGT JOSEPH SAMPLE USAF 09999999  
123 ANY STREET  
ANYTOWN WA 99999-9999

Dear Sergeant Sample:

The Department of Defense is seeking your help in gathering important information about sexual and gender harassment issues in the Armed Forces. You were selected in a random sample of Service members to participate in this study. The information you and other Service members provide will be used both to evaluate sexual/gender harassment policies and programs and to identify areas where improvements are needed.

Enclosed is your copy of the survey, "1995 Status of the Armed Forces Survey: Gender Issues." Completing this questionnaire should take about 15 to 25 minutes. This is your opportunity to provide input into the evaluation and formulation of policies which directly affect you and other Service members.

Sometimes concern is expressed about the risks of responding frankly to such surveys. I assure you that your responses will be kept confidential and only group statistics will be reported. While survey processing is underway, the survey center must know your identity in order to provide you survey materials. However, only the survey center will have access to this information, and they will use it only in administering the survey. When data collection and data preparation are complete, all information which could be used to identify individuals will be removed.

Please return your completed survey in the enclosed postage-paid envelope at your earliest convenience. Your time and cooperation are appreciated.

Sincerely,

Edwin Dorn

Enclosure:  
As Stated





March 20, 1995

\*\*\*\*\*5-DIGIT 00604  
SSGT JOSEPH SAMPLE 09999999  
123 ANY STREET  
ANYTOWN WA 99999-9999

Dear Sergeant Sample:

The Coast Guard and the Department of Defense are seeking your help in gathering important information about personnel issues in the Armed Forces. You were selected in a random sample of active duty Service members to participate in this study. The information you and other sampled Coast Guard and Department of Defense members provide will be used both in formulating military personnel policies and in providing information to Congress on personnel issues.

Enclosed is your copy of the 1995 Status of the Armed Forces Survey: Gender Issues. Completing this survey should take about 15 to 25 minutes of your time. Your responses will help the Coast Guard and Department of Defense assess efforts to promote equal treatment and fairness in the military and identify areas where improvements may be needed. Because not every military member will receive this questionnaire, your responses will represent not only your own feelings and concerns, but those of many other military members as well. This is your opportunity to provide input in the formulation of policies which directly affect you and other Coast Guard members.

The information you provide on this survey is confidential. Your identity will be closely guarded. Only group statistics will be reported and no data that could identify individuals will be released.

At your earliest convenience, please return your completed survey in the enclosed pre-addressed, postage-paid envelope.

Your cooperation is appreciated.

*W.R. Somerville*

W. R. SOMERVILLE  
Chief, Office of Civil Rights



PERSONNEL AND  
READINESS

UNDER SECRETARY OF DEFENSE  
4000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-4000

April 10, 1995

\*\*\*\*\*5-DIGIT 00604  
SSGT JOSEPH SAMPLE USAF 09999999  
123 ANY STREET  
ANYTOWN WA 99999-9999

Dear Sergeant Sample:

Recently you were mailed the "1995 Status of the Armed Forces Survey: Gender Issues." I want to emphasize two things about this survey.

First, this survey is important. It allows military members to report first-hand on their workplace environments and the personnel programs that impact all Service members. Findings will be used to improve Department of Defense personnel programs and formulate personnel policies. Results of this survey will influence decisions directly related to the quality of life of all military members.

Second, your participation in this survey is important. You may feel that no one individual could be very important to the success of this survey. However, that is not the case. Because not every member receives a questionnaire, your answers also represent the views of many other Service members.

You may have already completed and returned your survey. If so, thank you for your participation. If you have not, please take approximately 15-25 minutes to complete the survey, and return it in the postage-paid envelope provided. Your responses will be held in strictest confidence.

If you have not received a copy of the survey, please return this letter to the DMDC Survey Processing Activity, c/o Data Recognition Corporation, 5900 Baker Road, Minnetonka, MN 55345-5967, or by fax to 612-945-7279. Before you return this letter, please correct the address above.

Again, I appreciate your time and cooperation.

Sincerely,

Edwin Dorn

U.S. Department  
of Transportation

United States  
Coast Guard



Commandant  
U.S. Coast Guard

2100 Second Street SW  
Washington, DC 20593-0001  
Staff Symbol: G-H

April 10, 1995

\*\*\*\*\*5-DIGIT 00604  
SSGT JOSEPH SAMPLE USAF 09999999  
123 ANY STREET  
ANYTOWN WA 99999-9999

Dear Sergeant Sample:

Recently, you were mailed the 1995 Status of the Armed Forces Survey: Gender Issues. I want to emphasize two things about this survey.

First, this survey is important. It allows military members to report firsthand on the workplace environments and personnel programs that impact all Coast Guard members. Findings will be used to identify problem areas in Coast Guard and Department of Defense personnel programs and in the formulation of personnel policies. Results of this survey will influence decisions directly related to the quality of life of all military members.

Second, your participation in this survey is important. You may feel that no one individual could be very important to the success of this survey. However, because not every member receives a questionnaire, your answers represent the views of many other Coast Guard members. When individuals who have been selected to participate do not complete and return their surveys, the results are less useful and do not represent the opinions and concerns of the entire work force as well as they could.

You may have already completed and returned your survey. If so, thank you for your participation. If you have not, please take 15 to 25 minutes to complete it now and return it in the pre-addressed, postage-paid envelope provided. Your responses will be held in strict confidence.

If, on the other hand, you have not received a copy of the survey, please return this letter to the DMDC Survey Processing Activity, c/o Data Recognition Corporation, 5900 Baker Road, Minnetonka, MN 55345-5967, or by fax to 612-945-7279. Before you return this letter, please correct the address above.

Again, I appreciate your cooperation and time.

*W. R. Somerville*

W. R. SOMERVILLE  
Chief, Office of Civil Rights

T 064418



PERSONNEL AND  
READINESS

UNDER SECRETARY OF DEFENSE  
4000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-4000

April 26, 1995

\*\*\*\*\*5-DIGIT 00604  
SSGT JOSEPH SAMPLE USAF 09999999  
123 ANY STREET  
ANYTOWN WA 99999-9999

Dear Sergeant Sample:

Several weeks ago, you were asked to participate in the "1995 Status of the Armed Forces Surveys." Your participation is very important and, at the time of the writing of this letter, we had not received a response from you.

While participation is voluntary, your views are important to the success of the survey. Your responses will help the Department of Defense to assess its progress in promoting equality and fairness in the military and to identify areas where improvements are needed. Because not every military member will receive the questionnaire, your responses will represent not only your own feelings and concerns, but those of many other military members as well. This is your opportunity to provide input in the formulation of policies which directly affect you and other Service members.

A duplicate survey is enclosed in case you misplaced your original questionnaire. If you have already completed and returned your questionnaire, please discard this duplicate survey and accept my thanks. If you have not completed the survey, please fill out the questionnaire and return it in the provided postage-paid envelope.

Because of the scientific sampling methods used to select survey participants, the survey results will be invalid if you have someone else complete the survey sent to you. It should not be given to someone else to complete.

Your time and cooperation are appreciated.

Sincerely,

Edwin Dorn

Enclosure:  
As Stated



April 26, 1995

\*\*\*\*\*5-DIGIT 00604  
SSGT JOSEPH SAMPLE USAF 09999999  
123 ANY STREET  
ANYTOWN WA 99999-9999

Dear Sergeant Sample:

Several weeks ago, you were asked to participate in the 1995 Status of the Armed Forces Survey: Gender Issues. Your participation is very important to us and, at this time, we have not received your response.

While participation is voluntary, your views are important to the success of the survey. Your responses will help the Coast Guard and Department of Defense assess progress in promoting equality and fairness in the military, and identify areas where improvements may be needed. Because not every military member will receive this questionnaire, your responses will represent not only your own feelings and concerns, but those of many other military members as well. This is your opportunity to provide input in the formulation of policies which directly affect you and other Coast Guard members.

A duplicate survey is enclosed in case you misplaced your original questionnaire. If you have already completed and returned your survey, please accept our thanks and dispose of the duplicate. If you have not completed your survey, please complete one of the questionnaires and return it in the enclosed postage-paid envelope.

Because of the scientific sampling methods used to select survey participants, the survey results will be invalid if someone else completes the survey sent to you. It should not be given to another person to complete.

Your cooperation is appreciated.

*W. R. Somerville*

W. R. SOMERVILLE  
Chief, Office of Civil Rights



PERSONNEL AND  
READINESS

UNDER SECRETARY OF DEFENSE  
4000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-4000

May 25, 1995

\*\*\*\*\*5-DIGIT 00604  
SSGT JOSEPH SAMPLE USAF 09999999  
123 ANY STREET  
ANYTOWN WA 99999-9999

Dear Sergeant Sample:

Recently you were asked to participate in the "1995 Status of the Armed Forces Survey: Gender Issues." Your completed questionnaire had not been received by the Survey Processing Center at the time this letter was mailed. Because your views and opinions are important, I want to offer you this final opportunity to add your input to the findings which will be reported from this survey.

Because these findings will be reported to Congress and used in the formulation of policy, I want them to represent accurately the opinions and attitudes of the entire military force. The sample was scientifically selected in such a way to ensure this representation, but the success of this method is dependent on you, and others like you, who are willing to complete and return the questionnaire.

If you have not already done so, please take time to complete the questionnaire and return it in the postage-paid envelope. For your views to be included in survey results, your questionnaire must be received within the next three weeks.

Thank you for your participation.

Sincerely,

Edwin Dorn

Enclosure:  
As Stated



May 25, 1995

\*\*\*\*\*5-DIGIT 00604  
SSGT JOSEPH SAMPLE 09999999  
123 ANY STREET  
ANYTOWN WA 99999-9999

Dear Sergeant Sample:

Recently you were asked to participate in the 1995 Status of the Armed Forces Survey: Gender Issues. At this time, your completed questionnaire has not been received by the Survey Processing Center. Your views and opinions are important. I want to offer you this final opportunity to add your input to the findings that will be reported from this survey.

Because the findings will be reported to Congress and used in the formulation of policy, I want them to accurately represent the opinions and attitudes of the entire Coast Guard. The survey sample was scientifically selected to ensure this representation, but the success of this survey depends on you and other Coast Guard men and women who complete and return the questionnaire.

If you have not yet done so, please take time to complete the survey and return it in the enclosed postage-paid envelope. To ensure your views are included in the survey results, your questionnaire must be received within the next three weeks.

Thank you for your participation.

*W. R. Somerville*

W. R. SOMERVILLE  
Chief, Office of Civil Rights

## **Appendix J**

### **Notes on Analysis of the 1995 Datasets**

**Lisa D. Bastian and Mary Sue Hay**



## **Appendix J**

### **Notes on Analysis of the 1995 Datasets**

**Lisa D. Bastian and Mary Sue Hay**

#### ***Preparation of the Data for Analysis***

The Survey Analysis Files have cases with an ELIG\_FLG (eligibility flag) of both zero and one. Where WGHT\_FLG=1, cases with ELIG\_FLG=0 will have (non-zero) weights and are required by SUDAAN® to estimate variances precisely. These cases represent the ineligible portion of the original population and are part of the variance structure estimated by SUDAAN®; but these cases are not part of the point-estimate structure. Keep cases with ELIG\_FLG=0 in analysis files intended for use with SUDAAN®. However, in runs by SAS®, SPSS®, LISREL®, etc., cases where ELIG\_FLG=0 can and should be dropped out. (Note that any SAS® system file intended to be used with the SUDAAN® software must have been created using the SAS® V604 engine and sorted by the variable WCSTRAT [weighting class stratum]. Survey Analyses Files produced by DMDC have been sorted by WCSTRAT.)

Some cases with ELIG\_FLG=0 will have non-missing survey and Survey Control System (SCS) variables. These are cases where a survey was returned but the person was determined to be non-eligible (i.e., they were eligible when selected for the sample from the October 1994 ADMF or September 1994 RCCPDS, but had become ineligible [left the military or AGR/TAR status] when eligibility was checked in 14 January and/or 4 April 1995 DEERS files). Other cases with ELIG\_FLG=0 will have missing data for all survey and SCS variables. These cases are people who did not return a survey, but who were determined from DMDC records to be ineligible (as above) or they reported to DRC that they were ineligible (e.g., they were incarcerated or had left the military).

#### ***Demographic Variables***

Where self-report data was missing, values were imputed through the use of master file data extracted from the October 1994 ADMF for Active Duty personnel and from the September 1994 RCCPDS for AGR/TAR personnel. These imputed variables are referred to as X (crossing) variables in the SAS® code. Figure J-1 shows the SAS® coding used to construct the X variables.

OMB Statistical Directive 15 mandates that all Federal statistics with racial and/or ethnic categories be reported in a consistent manner. The Directive says that Federal reporting can use either of two designations: (1) a single designation of non-Hispanic White/ non-Hispanic Black/Native American/Asian & Pacific Islander/Hispanic (XRACETH in the code); or (2) using separate variables for reporting White/Black/Native American/Asian & Pacific Islander (XRCE in the code) and Hispanic/non-Hispanic (which can be derived from a collapsing of XRACETH). Only if data are too sparse to report a finer gradation can the minimally acceptable reporting of minority/non-minority be used. The non-minority group is comprised of non-Hispanic Whites.

**Figure J-1.**

**SAS® Code for Constructed Demographic Variables**

```

/*****
The following creates crossing variables from self-reported data.
When self-reported data is missing, a value is imputed, if
possible, from record data.

Xpopgrp is coded for compliance with OMB Directive 15 on
Federal statistics. This Directive precludes the use of an
'Other' category. xpopgrp is based on self-reports using items
based on 1990 Census items. However, while the Census imputes a
race for those marking 'Other' based on demographics of neighbors
and elaborate coding of the Specify write-in, for xpopgrp the
imputation is based on record data on the individual.

USING 2 VARIABLES (XRACE AND XHISPAN) IS THE PREFERRED WAY TO
COMPLY WITH OMB DIRECTIVE 15 GUIDANCE ON CATEGORIES FOR
REPORTING. xmingrp is minimally acceptable under OMB 15 - for
use when finer distinctions of xpopgrp or xrace-xhispan cannot be
supported by the data.
*****/

xsex = srsex ; if xsex lt 1 then do ;
    if sex = '1' then xsex = 1 ;
    if sex = '2' then xsex = 2 ;
end ;
* if self-report is missing then impute from record data ;

xsvc = srsvc ; if xsvc lt 1 then do ;
    if svc = '1' then xsvc = 1 ;
    if svc = '2' then xsvc = 2 ;
    if svc = '3' then xsvc = 3 ;
    if svc = '4' then xsvc = 4 ;
    if svc = '5' then xsvc = 5 ;
end ;
* if self-report is missing then impute from record data ;

xrace = srrace ; if xrace lt 1 or xrace = 5 then do ;
    if reth = '1' then xrace = 1 ;
    if reth = '2' then xrace = 2 ;
    if reth = '4' then xrace = 3 ;
    if reth = '5' then xrace = 4 ;
end ;
if xrace = 5 then xrace = . ;
* if self-report is missing or self-report is 'other' then impute
  from record data ;

```

```

if srhispan = 0 then xhispan = 2 ;
if srhispan ge 1 then xhispan = 1 ;
if xhispan = . then do ;
    if reth = '3' then xhispan = 1 ;
    if reth = '1' or reth = '2' or reth = '4' or reth = '5' or
        reth = '6' then xhispan = 2 ;
    end ;
* if self-report is missing then impute from record data ;

xpopgrp = xrace ;
IF (XHISPAN = 1) AND (XRACE = 1 OR XRACE = 2) THEN XPOPGRP = 5 ;

if xpopgrp = 1 then xmingrp = 2; if xpopgrp ge 2 then xmingrp = 1
;

/* recoding popgrp into White Black Other */

xrce=xpopgrp;
if xpopgrp in(3,4,5) then xrce=3;
else xrce=xpopgrp;

xgrade = srgrade ; if xgrade lt 1 then do ;
    xgrade = pg ;
    if xgrade = 0 or xgrade = 10 or xgrade = 20 then xgrade = . ;
    end ;
* if self-report is missing then impute from record data ;

/* recoding paygrade into E1-E4, E5-E9, and Officer */

if xgrade in(1 2 3 4) then xgrde=1;
else if xgrade in(5 6 7 8 9) then xgrde=2;
else if xgrade in(11 12 13 14 15 21 22 23 24 25 26)
    then xgrde=3;
else xgrde=xgrade;

* if self-report is missing then impute from record data ;

xpaygrp1 = . ;
    if xgrade ge 1 and xgrade le 3 then xpaygrp1 = 1 ;
    if xgrade = 4 then xpaygrp1 = 4 ;
    if xgrade ge 5 and xgrade le 6 then xpaygrp1 = 5 ;
    if xgrade ge 7 and xgrade le 9 then xpaygrp1 = 7 ;
    if xgrade ge 11 and xgrade le 15 then xpaygrp1 = 11 ;
    if xgrade ge 21 and xgrade le 23 then xpaygrp1 = 21 ;
    if xgrade ge 24 and xgrade le 26 then xpaygrp1 = 24 ;

```

```

xmpc1 = . ;
    if xgrade ge 1 and xgrade le 9 then xmpc1 = 1 ;
    if xgrade ge 11 and xgrade le 15 then xmpc1 = 11 ;
    if xgrade ge 21 and xgrade le 26 then xmpc1 = 21 ;
if xmpc1 = . then do ;
    if pg = 0 then xmpc1 = 1 ;
    if pg = 10 then xmpc1 = 11 ;
    if pg = 20 then xmpc1 = 21 ;
end ;
* if self-report is missing and the only data on the record is
military personnel category (mpc) then the respondent cannot be
categorized at a level below MPC ;

```

### ***Variables Constructed for Incident Reporting***

Figure J-2 shows the SAS® coding used to construct the variables used to summarize the reporting of experiences by Bastian et al. (1996). As discussed above in the methodology section, a returned survey was not considered to be a completed usable survey unless at least one of the key experience items on the form was answered by the respondent.

**Figure J-2.**

#### ***SAS® Code for Constructing Behavioral Indices***

```
*** Section on Form B Q 71 & Form C Q 11;

sxstbvr1 = (sum(gb95071e, gb95071h, gb95071i, gb95071k) ge 1);
crdebvr1 = (sum(gb95071a, gb95071b, gb95071c, gb95071d,
                gb95071f, gb95071g, gb95071l, gb95071m) ge 1);
sexattn1 = (sum(gb95071j, gb95071n, gb95071q, gb95071r) ge 1);
sexcoer1 = (sum(gb95071o, gb95071p, gb95071s, gb95071t,
                gb95071u, gb95071v) ge 1);
sexassal = (sum(gb95071w, gb95071x) ge 1);

*** Each factor is set to 1 if any item comprising it is rated as
happening at least once;

if gb95071e lt 0 & gb95071i lt 0 & gb95071k lt 0 & gb95071h lt 0
    then sxstbvr1 = . ;

if gb95071a lt 0 & gb95071d lt 0 & gb95071g lt 0 & gb95071b lt 0
    & gb95071c lt 0 & gb95071f lt 0 & gb95071l lt 0 & gb95071m lt 0
    then crdebvr1 = . ;

if gb95071j lt 0 & gb95071n lt 0 & gb95071q lt 0 & gb95071r lt 0
    then sexattn1 = . ;

if gb95071o lt 0 & gb95071p lt 0 & gb95071s lt 0 & gb95071t lt 0
    & gb95071u lt 0 & gb95071v lt 0
    then sexcoer1 = . ;

if gb95071w lt 0 & gb95071x lt 0
    then sexassal = . ;

* factors are set to missing if all items comprising the factor
are missing ;

inctype1 = 0 ;
if sxstbvr1=1 or crdebvr1=1 or sexattn1=1 or sexcoer1=1 or
    sexassal=1
    then inctype1=1 ;
```

```

if sxstbvrl=. & crdebvrl=. & sexattnl =. & sexcoerl=. &
    sexassal=.
    then inctypel=. ;

```

\*\*\* Section on Form A Q 12- rate calculated as in 88 ;

```

ARRAY GA95012 GA95012A--GA95012J ;
ARRAY MA95012 MA95012A MA95012B MA95012C MA95012D MA95012E
    MA95012F MA95012G MA95012H MA95012I MA95012J ;
ARRAY YA95012 YA95012A YA95012B YA95012C YA95012D YA95012E
    YA95012F YA95012G YA95012H YA95012I YA95012J ;

```

```

DO OVER MA95012 ; MA95012 = GA95012 ; END ;

```

```

IF GA95011K NE 1 THEN DO;
  IF MA95012A< 1 AND GA95015A =1 THEN MA95012A = 6;
  IF MA95012B< 1 AND GA95015B =1 THEN MA95012B = 6;
  IF MA95012C< 1 AND GA95015C =1 THEN MA95012C = 6;
  IF MA95012D< 1 AND GA95015D =1 THEN MA95012D = 6;
  IF MA95012E< 1 AND GA95015E =1 THEN MA95012E = 6;
  IF MA95012F< 1 AND GA95015F =1 THEN MA95012F = 6;
  IF MA95012G< 1 AND GA95015G =1 THEN MA95012G = 6;
  IF MA95012H< 1 AND GA95015H =1 THEN MA95012H = 6;
  IF MA95012I< 1 AND GA95015I =1 THEN MA95012I = 6;
  IF MA95012J< 1 AND GA95015J =1 THEN MA95012J = 6;

```

```

END;

```

```

DO OVER MA95012 ;

```

```

  IF MA95012 > 0 THEN YA95012 = 1 ;
  ELSE YA95012 = 0 ;

```

```

END ;

```

```

INCTYP_A = (SUM(YA95012A, YA95012B, YA95012C, YA95012D,
    YA95012E, YA95012F, YA95012G, YA95012H,
    YA95012I, YA95012J) GE 1);

```

```

** 1 INDICATES ONE OR MORE TYPES WERE REPORTED &
  0 INDICATES NONE WERE REPORTED ;

```

\*\*\* Section on Form A Q 12 & Form C Q 23  
 - rate calculated without imputation from item 15;

```

INCTYP_C = (SUM(GA95012A, GA95012B, GA95012C, GA95012D,
    GA95012E, GA95012F, GA95012G, GA95012H,
    GA95012I, GA95012J) GE 1);

```

```

** 1 INDICATES ONE OR MORE TYPES WERE REPORTED &
  0 INDICATES NONE WERE REPORTED ;

```

## ***Editing***

The edits presented here are those that were done for analyses of *Form B* reported by Bastian et al. (1966) and are considered to be *suggestions* of how data editing might be approached; it is expected that other analysts will draw their own conclusions as to data quality and editing. Please refer to the coding scheme (Appendix E) and the annotated *Form B* questionnaire (Appendix B) when assessing the following edits. Figure J-3 shows code that was used in preparation of Bastian et al. (1996); this code has not been applied to the Survey Analysis File dataset.

### ***Item GB95072 Special Codes***

***Codes 10-12.*** Definition: These codes represent cases in which respondents had marked 0, 1, or 2 on GB95072 (None, Some, or All behaviors were sexual harassment), but NONE of the GB95071a-GB95071y behaviors were marked as occurring. There were 484 cases coded 10-12 on GB95072.

Of the total 484 cases, 395 (82%) were missing on all 36 items ranging from GB95073a-GB95098. The remaining 89 cases (82 code 10's and 7 code 12's) had some information in items GB95073a-GB95098. However, crossing GB95073a-GB95073y by a count of the number of missing items per case on all items from GB95073a through GB95098 showed that 54 of the 82 code 10's (66%) with some information and 2 of the 7 code 12's (40%) were missing on all Q73 behavior items. Without any information from Q71 or Q73 on behaviors experienced, all of these 451 cases must be excluded from analyses of harassment.

Of the remaining 33 cases, 17 were missing on at least 33 of the 36 items from GB95073a through GB95098. The results of these crosstabulations challenge the validity/usefulness of the data available for cases with codes 10-12 on GB95072.

***Decision/recommendation:*** The 484 total cases were coded as (valid) skips and excluded from all items GB95073a-GB95108. A recoded variable—RB95072, which excludes these cases—was used in place of GB95072 in analyses.

***Code 61's.*** Definition: These cases are true valid skips. This code represents cases in which NONE of items GB95071a-GB95071y were marked as occurring, and on item GB95072 the respondent indicated: "Doesn't apply—I marked 'never' to every item in Question 71". Additionally, NONE of items GB95073a through GB95108 was marked. There were 8177 cases coded 61 on GB95072 as well as on GB95073a-GB95108.

***Decision/recommendation:*** These 8177 cases were coded as valid skips and excluded from all items GB95073a-GB95108. A recoded variable—RB95072, which excludes these cases—was used in place of GB95072 in analyses.

***Code 62's.*** Definition: This code represents cases in which one or more items in GB95071a-GB95071y were marked as occurring, yet on item GB95072 the respondent indicated:

"Doesn't apply—I marked 'never' to ever item in Question 71". Additionally, NONE of items GB95073a through GB95108 were marked. There were 1275 cases coded as 62 's on GB95072 as well as GB95073a-GB95108.

For these codes, about two-thirds (782) of the respondents reported only one behavior in item 71 as occurring (crossing GB9571f by GB95072); an additional 493 reported more than one. Since all other items were marked "Never" (or were missing), it may be reasonable to assume that those reporting only one behavior (782 respondents) mismarked one of the individual items in GB95071a-GB95071y. Under this assumption, these cases would be treated as valid skips or missing data.

The remaining 493 cases are more ambiguous. There is no way of knowing how these respondents might otherwise have answered GB95072 (assuming the current response on this item is incorrect); by definition, there is no additional information on items GB95073a-GB95108 for any of the 1275 respondents.

Crossing GB95072 by each individual harassment behavior (GB95071a-GB95071y) in item 71 for all 1275 respondents revealed that the less serious behaviors were more often marked compared to the most serious behaviors. For example, the number of respondents marking "Never" for items W and X (Sexual Assaults) was 1215 and 1211, respectively. By contrast, those marking "Never" on item A (sexual jokes) was 771. However, one should not necessarily assume that only the most serious behaviors were perceived to be sexual harassment.

**Decision/recommendation:** These 1275 cases were coded as (valid) skips and excluded from all items GB95073a-GB95108. A recoded variable—RB95072, which excludes these cases—was used in place of GB95072 in analyses.

### ***Items GB95101A-GB95106 Special Codes***

**Code 63's.** Definition: This code represents cases in which NONE of GB95100a-GB95100j were marked as having been reported to, and NONE of items GB95101a-GB95106 were marked. These cases were coded with a 63—"Does not apply—I did NOT report the behavior to someone specified in GB95100a-GB95100j". There were 12338 cases of code 63 on items GB95101a-GB95106.

**Decision/recommendation:** These 12338 cases were coded as valid skips and excluded from all items GB95101a-GB95106.

**Code 65's.** Definition: This code represents cases in which respondents marked only GB95104a across items GB95104a-GB95104h and GB95105, indicating that the outcome of a complaint could not be stated because the action was still being processed. These 223 cases were assigned a code 65—"Not applicable—the action is still being processed" on items GB95104b through.



**Decision/recommendation:** These 223 cases were coded as valid skips on all items GB95104b-GB95105 and excluded from analyses.

### **Item GB95107A-GB95107T Inconsistencies and Special Codes**

Items GB95107a-GB95107t (reasons for not reporting) had not previously been checked for consistency against items GB95100a-GB95100j (reporting status). Crossing the sum of responses across items GB95100a-GB95100j by each individual item GB95107a-GB95107t revealed the following:

A number of respondents (1041) reported unwanted sex related attention to at least one individual or organization listed in items GB95100a through GB95100j but also marked at least one of GB95107b through GB95107t—reasons for not reporting. Additionally, another 171 respondents who had reported unwanted attention were missing cases (implied continuations) on GB95107a, but marked one or more of GB95107b through GB95107t.

Frequencies for these cases showed that respondents generally answered items GB95101a through GB95106, with missing data ranging only from 17% to 32%.

**Decision/recommendation:** Because of the large number of cases involved (1212), at least one response on items GB95100a-GB95100j (reporting status), and the appearance of “good” data for these respondents in items GB95101a-GB95106, these cases were recoded on items GB95107a-GB95107t: Item GB95107a is marked and all items GB95107b-GB95107t are not marked. This recoding was the preferred for briefings, etc., but does not exclude the option of conducting separate analyses of these cases as situations which were “partially reported”.

A small number of respondents (44) who did not report unwanted sex related attention to any individual or organization in items GB95100a-GB95100j erroneously marked GB95107a—“Does not apply—I DID report the behavior to someone specified in Question 100”. None of GB95107b-GB95107t (reasons for not reporting) were marked.

On items GB95101a through GB95106, these respondents were coded as 63’s—“Does not apply—I did NOT report the behavior to someone specified in GB95100a-GB95100j”.

**Decision/recommendation:** There is no way of knowing what reasons for not reporting these respondents might have given had items GB95107b-GB95107t been marked in a manner consistent with previous responses on items GB95100a-GB95100j (reporting status). These cases were set to missing on all items GB95107a-GB95107t.

**Code 64’s.** Definition: This code represents cases in which respondents marked only GB95107a across items GB95107a-GB95107t (reasons for not reporting). These 2380 cases were assigned a code 64—“Does not apply—I DID report the behavior to someone specified in GB95100a through GB95100j” on items GB95107b through GB95107t.

***Decision/recommendation:*** These cases were coded as valid skips on all items GB95107b-GB95107t and excluded from analyses with these items.

***Items GB95130-GB95132***

***Code 66's.*** Definition: This code represents cases in which respondents who marked the first response option on item GB95130 (amount of training) were coded 66—"Doesn't apply—I haven't received any training" on each item GB95131a and GB95131b. There are 5300 cases coded 66 on each item.

***Decision/recommendation:*** These 5300 cases were coded as valid skips on both GB95131a and GB95131b and excluded from analyses with these items.

**Figure J-3.**  
**SAS® Code for Form B Editing**

```
proc format library=library;

value agree
3= 'Agree'
2= 'Neither agree nor disagree'
1= 'Disagree'
;

value sat
3= 'Satisfied'
2= 'Neither'
1= 'Dissatisfied'
;

value trueness
3= 'Large extent'
2= 'Moderate to small extent'
1= 'Not true'
;

value truetwo
4= 'Large extent'
3= 'Moderate to small extent'
2= 'Not true'
1= 'Don''t know'
;

value yq110_
1= 'Yes'
2= 'No'
3= 'Don''t Know'
;

value yq109
1= 'Don''t Know'
2= 'No'
3= 'Yes'
;

value yq130_
1= '< 1 hour'
2= '1-4 hours'
3= '4-8 hours'
4= '1 or more days'
5= 'none (code 66)'
;

value yq131
1= 'Not effective'
2= 'Slightly effective'
3= 'Moderately or very'
;
```

```

value yq132_
1= 'Less'
2= 'Same'
3= 'More'
;
value yesno
1= 'Yes'
2= 'No'
;
value los
1= 'Under 2 yrs'
2= '2 to 5 years'
3= '6 to 10 years'
4= 'More than 10 years'
;
value likely
1= 'Unlikely'
2= 'Undecided'
3= 'Likely'
;
value nuinctp
1= 'Some Harassment'
2= 'None Harassment'
0= 'No Experiences'
;
data datasets.formB;
    set datasets.final_b;

*** Section on Q 72 & skip patterns 72-108 ;

rb95072 = gb95072 ;
if gb95072 > 2 then rb95072 = .N ;

***creates a not applicable category on the recoded variable
"rb95072"
    to treat as missing, cases which:
    are valid skips (code 61's),
    people who answered gb95072 but did not mark any item
in Q71
    as occurring (codes 10-12), and
    people who marked item(s) in Q71 as occurring but did
not
    answer Q73-Q108 (code 62's)
    This (rb95072) is the variable to present
    in briefings, etc. for Q72 ** ;

label rb95072 = 'Victim perceived SH/10-62 = .N' ;

format

```

```

        rb95072  b_harass.;

array bigsit gb95073a--gb95108 ;
do over bigsit ;
    if gb95072 > 2 then bigsit = .N ;
end ;

***The above array excludes on items 73-108:
    valid skips (code 61's),
    people who answered gb95072 but did not mark any item
in Q71
        as occurring (codes 10-12 on gb95072), and
    people who marked item(s) in Q71 as occurring but did
not
        answer Q73-Q108 (code 62's);

*** Section on Q 73 ;
/* 272 respondents (out of 15751 who answered Q73) marked
only 73y. */
/* 15751=n of respondents with elig_flg=1 & gb95073a-y coded
0 or 1. */
/* These respondents are included in the not-experienced
groups in */
/* the following coding for gendis3--sexassa3 & inctype3
*/
/* This code can execute before the Section on Q 72 & skip
pattern */
/* 72-108. That is, it can handle special codes 61 & 62 if
present */
/* in the data. However, it does not exclude any cases
based on Q72 */
/* unless these cases have already been excluded from
gb95073a-- */
/* gb95073y prior to executing this code.
*/

sxstbvr3 = (sum(gb95073e, gb95073h, gb95073i, gb95073k) ge
1);
crdebvr3 = (sum(gb95073a, gb95073b, gb95073c, gb95073d,
gb95073f, gb95073g, gb95073l, gb95073m) ge 1);
sexattn3 = (sum(gb95073j, gb95073n, gb95073q, gb95073r) ge
1);
sexcoer3 = (sum(gb95073o, gb95073p, gb95073s, gb95073t,
gb95073u,
        gb95073v) ge 1);
sexassa3 = (sum(gb95073w, gb95073x) ge 1);

```

```

*** Each factor is set to 1 if any item comprising it is
rated as
    happening at least once-- in any other situation the
value
    of the factor is set to zero ;

```

```

array q73_one sxstbvr3--sexassa3 ;
do over q73_one;
    if gb95073a lt 0 then q73_one = . ;
    if gb95073a gt 1 or gb95073a = .N then q73_one = .N ;
end ;

```

```

* factors are set to missing if items are missing;
* factors are set to special missing code if items are not
applicable;

```

```

inctype3 = 0 ;
if sxstbvr3=1 or crdebvr3=1 or sexattn3=1 or sexcoer3=1 or
sexassa3=1
    then inctype3=1 ;

```

```

if sxstbvr3=.
    then inctype3=. ;
if sxstbvr3=.N
    then inctype3=.N ;

```

```

label sxstbvr3 = 'Sexist Behavior Past Year ' ;
label crdebvr3 = 'Crude/Offensive Behavior Past Year ' ;
label sexattn3 = 'Sexual Attention Past Year ' ;
label sexcoer3 = 'Sexual Coercion Past Year ' ;
label sexassa3 = 'Sexual Assault Past Year ' ;
label inctype3 = 'Incident Types a-x Past Yr ' ;

```

```

format
    sxstbvr3--sexassa3 inctype3 exper.;

```

```

chck107=0;
if gb95100a lt 0 or gb95100b lt 0 or gb95100c lt 0
    or gb95100d lt 0 or gb95100e lt 0
    or gb95100f lt 0 or gb95100g lt 0
    or gb95100h lt 0 or gb95100i lt 0
    or gb95100j lt 0 then chck107=.N;
if gb95100a in(1 2 3) or gb95100b in(1 2 3) or gb95100c
    in(1 2 3) or gb95100d in(1 2 3) or gb95100e
    in(1 2 3) or gb95100f in(1 2 3) or gb95100g
    in(1 2 3) or gb95100h in(1 2 3) or gb95100i

```

```

in(1 2 3) or gb95100j in(1 2 3) then chck107=1;

skipkey=gb95101a;
array rprtskip gb95101a--gb95106 ;
do over rprtskip ;
    if skipkey eq 63 then rprtskip = .N ;
end ;

array prcssng gb95104b--gb95105 ;
do over prcssng ;
    if gb95104a eq 1 then prcssng = .N ;
end ;

***The above arrays exclude "valid skips" on items 101-106:
For items Q101-Q106:
    persons who did not report a "yes" on any items
    in Q100 ("Did you report this incident to...")
    and did not mark any items Q101-Q106
    (code 63 on Q101-Q106)
For items Q104-Q105:
    persons who marked "The action is still being
    processed" (gb95104a) and did not mark any
    items gb95104b-gb95105 (code 65 on
    gb95104b-gb95105)**;

skipkey2=gb95107a;
array consist1 gb95107a--gb95107t ;
array consist2 gb95107b--gb95107t ;

if chck107 eq 0 and skipkey2 eq 1 then do;
    consist2=.N;
    gb95107a=.N;
end ;
if chck107 eq .N and skipkey2 eq 1 then do;
    consist2=.N;
    gb95107a=.N;
end ;
if (gb95100a in(1 2 3) or gb95100b in(1 2 3) or gb95100c
in(1 2 3) or gb95100d in(1 2 3) or gb95100e
in(1 2 3) or gb95100f in(1 2 3) or gb95100g
in(1 2 3) or gb95100h in(1 2 3) or gb95100i
in(1 2 3) or gb95100j in(1 2 3)) and skipkey2
eq 0 then
do;
    consist2=.N;
    gb95107a=1;
end ;

```



```

if (gb95100a in(1 2 3) or gb95100b in(1 2 3) or gb95100c
    in(1 2 3) or gb95100d in(1 2 3) or gb95100e
    in(1 2 3) or gb95100f in(1 2 3) or gb95100g
    in(1 2 3) or gb95100h in(1 2 3) or gb95100i
    in(1 2 3) or gb95100j in(1 2 3)) and skipkey2
    eq .M then do;
    consist2=.N; gb95107a=1; end ;

```

\*\*\* The above code corrects some inconsistencies in items Q100-Q107:  
 Cases where respondents did not mark any items in Q100 as being reported yet marked gb95107a ("Does not apply--I did report a behavior....") are set to missing on gb95107a-gb95107t

Cases where respondents marked one or more items in Q100 ("Did you report this incident to..."), but also marked gb95107b-gb95107t (reasons why an incident was not reported) are recoded to be marked on gb95107a and missing on gb95107b-gb95107t (see code 64 below) \*\*;

```

array rsnnot gb95107b--gb95107t ;
do over rsnnot ;
    if gb95107a eq 1 then rsnnot = .N ;
    if gb95107a=.N and (chck107=0 or chck107=.N) then
        rsnnot=.N;
end ;

```

\*\*The above array excludes "valid skips" on item 107:  
 For items gb95107b-gb95107t on Q107:  
 persons who marked "Does not apply--I did report a behavior...." (gb95107a) and did not mark any items gb95107b-gb95107t (code 64 on gb95107b-gb95107t) \*\*;

```

if gb95130=66 then do;
    gb95131a=.N;
    gb95131b=.N;
end;

```

\*\*\*The above code excludes "valid skips" on item 131:  
 For items gb95131a and gb95131b:  
 persons who marked "I haven't received any training" on gb95130 are coded 66 on items gb95131 and gb95131b \*\*;

\*\*\* recodes to collapse variables;



```

*** item 10;

  if gb95010 in (5,4) then yb95010= 3;
  else if gb95010 in (3) then yb95010= 2;
  else if gb95010 in (2,1) then yb95010= 1;
  else yb95010= gb95010;

format yb95010 likely.;

*** item(s) 16 and 20;

  if gb95016 in (5,4) then yb95016= 3;
  else if gb95016 in (3) then yb95016= 2;
  else if gb95016 in (2,1) then yb95016= 1;
  else yb95016= gb95016;

  if gb95020 in (5,4) then yb95020= 3;
  else if gb95020 in (3) then yb95020= 2;
  else if gb95020 in (2,1) then yb95020= 1;
  else yb95020= gb95020;

format yb95016 yb95020 agree.;

*** item 70;

  if gb95070 in (5,4) then yb95070= 3;
  else if gb95070 in (3) then yb95070= 2;
  else if gb95070 in (2,1) then yb95070= 1;
  else yb95070= gb95070;

*** items 74-76;

array new(3) yb95074 yb95075 yb95076;
array old(3) gb95074 gb95075 gb95076;

do i=1 to 3;
  if old(i) > 0 then new(i)=1;
  else if old(i)=0 then new(i)=2;
  else new(i)=old(i);
end;

format yb95074 yb95075 yb95076 yesno.;

*** any training at all-- Item(s) 129;

training = 2 ;
if gb95129a=. or gb95129b=. or gb95129c=. or gb95129d=.
  then training=. ;

```

```

do i=1 to 3;
  if old(i) > 0 then new(i)=1;
  else if old(i)=0 then new(i)=2;
  else new(i)=old(i);
end;

format yb95074 yb95075 yb95076 yesno.;

*** any training at all-- Item(s) 129;

training = 2 ;
if gb95129a=. or gb95129b=. or gb95129c=. or gb95129d=.
  then training=. ;
if gb95129a=1 or gb95129b=1 or gb95129c=1 or gb95129d=1
  then training=1 ;
format training yesno.;

*** length of service-- Less than 2 yrs, 2-5, 6-10, 10+;

if gb95009 in(0, 1) then los=1;
else if gb95009 in(2, 3, 4, 5) then los=2;
else if gb95009 in(6, 7, 8, 9, 10) then los=3;
else if gb95009 gt 10 then los=4;
else los=gb95009;
format los los.;

*** Section on Q96;

if gb95096 in (4,3) then yb95096= 3;
else if gb95096 in (2,1) then yb95096= 2;
else if gb95096 in (0) then yb95096= 1;
else yb95096= gb95096;

format yb95096 trueness.;

*** Section on Q99;

array oldvars (12) gb95099a -- gb95099l;
array newvars (12) yb95099a yb95099b yb95099c yb95099d yb95099e
yb95099f yb95099g yb95099h yb95099i yb95099j
yb95099k yb95099l;
do i = 1 to 12;

  if oldvars(i) >= 0 then newvars(i) = (oldvars(i) in (1 2 3));
end;

```

```

*** Section on Q100;

array oldvars2 (10)  gb95100a -- gb95100j;
array newvars2 (10)  yb95100a yb95100b yb95100c yb95100d yb95100e
                    yb95100f yb95100g yb95100h yb95100i yb95100j;
do i = 1 to 10;
    if oldvars2(i) >= 0 then newvars2(i) = (oldvars2(i) in (1 2
3));
end;

*** Section on Q 103a;
if gb95103a in (5,4) then yb95103a= 3;
else if gb95103a in (3) then yb95103a= 2;
else if gb95103a in (2,1) then yb95103a= 1;
else yb95103a= gb95103a;

*** Section on Q 103b;
if gb95103b in (5,4) then yb95103b= 3;
else if gb95103b in (3) then yb95103b= 2;
else if gb95103b in (2,1) then yb95103b= 1;
else yb95103b= gb95103b;

*** Section on Q 103c;
if gb95103c in (5,4) then yb95103c= 3;
else if gb95103c in (3) then yb95103c= 2;
else if gb95103c in (2,1) then yb95103c= 1;
else yb95103c= gb95103c;

*** Section on Q 103d;
if gb95103d in (5,4) then yb95103d= 3;
else if gb95103d in (3) then yb95103d= 2;
else if gb95103d in (2,1) then yb95103d= 1;
else yb95103d= gb95103d;

*** Section on Q 103e;
if gb95103e in (-6) then yb95103e=.N;
else if gb95103e in (5,4) then yb95103e= 3;
else if gb95103e in (3) then yb95103e= 2;
else if gb95103e in (2,1) then yb95103e= 1;
else yb95103e= gb95103e;

*** Section on Q 103f;
if gb95103f in (5,4) then yb95103f= 3;
else if gb95103f in (3) then yb95103f= 2;
else if gb95103f in (2,1) then yb95103f= 1;
else yb95103f= gb95103f;

```

```

*** Section on Q 105;
if gb95105 in (5,4) then yb95105= 3;
else if gb95105 in (3) then yb95105= 2;
else if gb95105 in (2,1) then yb95105= 1;
else yb95105= gb95105;

*** Section on Q 109;
array old109 (6) gb95109b gb95109c gb95109e gb95109f
             gb95109h gb95109i;
array new109 (6) yb95109b yb95109c yb95109e yb95109f
             yb95109h yb95109i;

do i = 1 to 6;
  if old109(i)= 1 then new109(i)= 3;
  else if old109(i)= 0 then new109(i)= 2;
  else if old109(i)= -1 then new109(i)= 1;
  else new109(i)= old109(i);
end;

*** Section on Q 110;
array old110 (3) gb95110a gb95110b gb95110c;
array new110 (3) yb95110a yb95110b yb95110c;

do i = 1 to 3;
  if old110(i)= 1 then new110(i)= 1;
  else if old110(i)= 0 then new110(i)= 2;
  else if old110(i)= -1 then new110(i)= 3;
  else new110(i)= old110(i);
end;

*** Section on Q 111, Q 113 and Q 114 thru Q 119;

if gb95111 in (4,3) then yb95111= 3;
else if gb95111 in (2,1) then yb95111= 2;
else if gb95111 in (0,-1) then yb95111= 1;
else yb95111= gb95111;

if gb95113 in (4,3) then yb95113= 3;
else if gb95113 in (2,1) then yb95113= 2;
else if gb95113 in (0,-1) then yb95113= 1;
else yb95113= gb95113;

if gb95114 in (4,3) then yb95114= 3;
else if gb95114 in (2,1) then yb95114= 2;
else if gb95114 in (0,-1) then yb95114= 1;
else yb95114= gb95114;

```

```

*** Section on Q 103b;
if gb95103b in (5,4) then yb95103b= 3;
else if gb95103b in (3) then yb95103b= 2;
else if gb95103b in (2,1) then yb95103b= 1;
else yb95103b= gb95103b;

*** Section on Q 103c;
if gb95103c in (5,4) then yb95103c= 3;
else if gb95103c in (3) then yb95103c= 2;
else if gb95103c in (2,1) then yb95103c= 1;
else yb95103c= gb95103c;

*** Section on Q 103d;
if gb95103d in (5,4) then yb95103d= 3;
else if gb95103d in (3) then yb95103d= 2;
else if gb95103d in (2,1) then yb95103d= 1;
else yb95103d= gb95103d;

*** Section on Q 103e;
if gb95103e in (-6) then yb95103e=.N;
else if gb95103e in (5,4) then yb95103e= 3;
else if gb95103e in (3) then yb95103e= 2;
else if gb95103e in (2,1) then yb95103e= 1;
else yb95103e= gb95103e;

*** Section on Q 103f;
if gb95103f in (5,4) then yb95103f= 3;
else if gb95103f in (3) then yb95103f= 2;
else if gb95103f in (2,1) then yb95103f= 1;
else yb95103f= gb95103f;

*** Section on Q 105;
if gb95105 in (5,4) then yb95105= 3;
else if gb95105 in (3) then yb95105= 2;
else if gb95105 in (2,1) then yb95105= 1;
else yb95105= gb95105;

*** Section on Q 109;
array old109 (6) gb95109b gb95109c gb95109e gb95109f
               gb95109h gb95109i;
array new109 (6) yb95109b yb95109c yb95109e yb95109f
               yb95109h yb95109i;

```

```

do i = 1 to 6;
  if old109(i)= 1 then new109(i)= 3;
  else if old109(i)= 0 then new109(i)= 2;
  else if old109(i)= -1 then new109(i)= 1;
  else new109(i)= old109(i);
end;

*** Section on Q 110;
array old110 (3) gb95110a gb95110b gb95110c;
array new110 (3) yb95110a yb95110b yb95110c;

do i = 1 to 3;
  if old110(i)= 1 then new110(i)= 1;
  else if old110(i)= 0 then new110(i)= 2;
  else if old110(i)= -1 then new110(i)= 3;
  else new110(i)= old110(i);
end;

*** Section on Q 111, Q 113 and Q 114 thru Q 119;

if gb95111 in (4,3) then yb95111= 3;
else if gb95111 in (2,1) then yb95111= 2;
else if gb95111 in (0,-1) then yb95111= 1;
else yb95111= gb95111;

if gb95113 in (4,3) then yb95113= 3;
else if gb95113 in (2,1) then yb95113= 2;
else if gb95113 in (0,-1) then yb95113= 1;
else yb95113= gb95113;

if gb95114 in (4,3) then yb95114= 3;
else if gb95114 in (2,1) then yb95114= 2;
else if gb95114 in (0,-1) then yb95114= 1;
else yb95114= gb95114;

```

```

if gb95115 in (4,3) then yb95115= 4;
else if gb95115 in (2,1) then yb95115= 3;
else if gb95115 in (0) then yb95115= 2;
else if gb95115 in (-1) then yb95115= 1;
else yb95115= gb95115;

```

```

if gb95116 in (4,3) then yb95116= 4;
else if gb95116 in (2,1) then yb95116= 3;
else if gb95116 in (0) then yb95116= 2;
else if gb95116 in (-1) then yb95116= 1;
else yb95116= gb95116;

```

```

if gb95117 in (4,3) then yb95117= 4;
else if gb95117 in (2,1) then yb95117= 3;
else if gb95117 in (0) then yb95117= 2;
else if gb95117 in (-1) then yb95117= 1;
else yb95117= gb95117;

```

```

if gb95118 in (4,3) then yb95118= 4;
else if gb95118 in (2,1) then yb95118= 3;
else if gb95118 in (0) then yb95118= 2;
else if gb95118 in (-1) then yb95118= 1;
else yb95118= gb95118;

```

```

if gb95119 in (4,3) then yb95119= 4;
else if gb95119 in (2,1) then yb95119= 3;
else if gb95119 in (0) then yb95119= 2;
else if gb95119 in (-1) then yb95119= 1;

```

```

format yb95111 yb95113 yb95114 trueness.
      yb95115 yb95116 yb95117 yb95118
      yb95119 truetwo.;

```

```

*** Section on Q 123;
if gb95123 in (5,4) then yb95123= 3;
else if gb95123 in (3) then yb95123= 2;
else if gb95123 in (2,1) then yb95123= 1;
else yb95123= gb95123;

```

```

format yb95123 agree.;

```

```

*** Section on Q 125;
if gb95125 in (5,4) then yb95125= 3;
else if gb95125 in (3) then yb95125= 2;
else if gb95125 in (2,1) then yb95125= 1;
else yb95125= gb95125;

```

```

format yb95125 agree.;

```



```

*** Section on Q 126;
if gb95126 in (5,4) then yb95126= 3;
else if gb95126 in (3) then yb95126= 2;
else if gb95126 in (2,1) then yb95126= 1;
else yb95126= gb95126;

format yb95126 agree.;

*** Section on Q 127;
if gb95127 in (5,4) then yb95127= 3;
else if gb95127 in (3) then yb95127= 2;
else if gb95127 in (2,1) then yb95127= 1;
else yb95127= gb95127;

format yb95127 agree.;

*** Section on Q 128;
if gb95128 in (5,4) then yb95128= 3;
else if gb95128 in (3) then yb95128= 2;
else if gb95128 in (2,1) then yb95128= 1;
else yb95128= gb95128;

format yb95128 agree.;

*** Section on Q 130;
if gb95130 in (1,2,3) then yb95130= gb95130;
else if gb95130 in (4,5,6) then yb95130= 4;
else if gb95130 in (66) then yb95130= 5;
else yb95130= gb95130;

if gb95131a in (3,4) then yb95131a= 3;
else yb95131a= gb95131a;

if gb95131b in (3,4) then yb95131b= 3;
else yb95131b= gb95131b;

*** Section on Q 132;
if gb95132 in (5,4) then yb95132= 3;
else if gb95132 in (3) then yb95132= 2;
else if gb95132 in (2,1) then yb95132= 1;
else yb95132= gb95132;

```



```
format yb95103a yb95103b yb95103c yb95103d  
yb95103e yb95103f yb95105 yb95070 sat.  
yb95110a yb95110b yb95110c yq110_.  
yb95109c yb95109e yb95109f yb95109h_.  
yb95109i yb95109b yq109_.  
yb95130 yq130_.  
yb95131a yb95131b yq131_.  
yb95132 yq132_.  
;
```



## **Appendix K**

### **Occupation Groups Classification**

**Table K-1.**

***Occupation Groups Classified by Density of Females in the Group***

<b>% Female</b>	<b>Enlisted Occupation Group and Definition</b>	<b>% Female</b>	<b>Officer Occupation Group and Definition</b>
<i>Class I</i>			
0.0 to 2.9	01. Infantry - Includes weapons specialists, ground reconnaissance specialists, special forces, and military training instructors.	0.0 to 2.9	1A. General and Flag - Includes all occupations where individuals involved are of General or Flag rank.
	02. Armor and Amphibious - Includes land and amphibious tank crews and leaders.		2A. Fixed-Wing Fighter and Bomber Pilots - Includes pilots of various types of fighter, attack, and bomber aircraft.
	03. Combat Engineering - Includes specialists in hasty and temporary construction of airfields, roads and bridges, and in demolition, field illumination, and chemical warfare.		2B. Other Fixed-Wing Pilots - Includes non-fighter and bomber fixed-wing pilots such as those engaged in transport, supply and reconnaissance.
	04. Artillery/Gunnery, Rockets, and Missiles - Includes conventional field, anti-air and shipboard guns and artillery, and rocket and missile specialists.		2C. Helicopter Pilots - Includes pilots of various types of helicopters.
	11. Fire Control Electronic Systems (Non-Missile) - Includes the maintenance and repair of electronic fire control and bomb navigation equipment, excluding missile and underwater fire control equipment.		2D. Aircraft Crews - Includes navigators, bombardiers, radar intercept officers, and other officer aircraft crew personnel.
	43. Ordnance Disposal and Diving - Includes the excavation and rendering safe of explosive ordnance and of chemical and nuclear agents, and underwater demolition and other types of diving.		2E. Ground and Naval Arms - Includes infantry, artillery, armor and close support officers, and Naval ship commanders and other warfare-related officers.
	75. Industrial Gas and Fuel Production - Includes specialists in the production of liquid oxygen, hydrogen, nitrogen, and carbon dioxide.		4L. Automotive and Allied - Includes engineers and maintenance officers whose primary concern is with automotive and related equipment.
	85. Auxiliary Labor - Includes unskilled laborers and their supervisors.		4H. Ship Machinery - Includes officers who perform functions similar to those listed in 4G with respect to ships' main propulsion and auxiliary machinery; also includes officers involved in the operation of such machinery.
			5N. Scientists and Professionals, N.E.C. <sup>a</sup> - Includes scientists and professionals that are not readily classifiable in one of the previous groups.

Table K-1. (Continued)

% Female	Enlisted Occupation Group and Definition	% Female	Officer Occupation Group and Definition
<i>Class 2</i>			
3.0 to 4.9	14. Nuclear Weapons Equipment - Includes specialists in the maintenance and repair of nuclear weapons control and test equipment.	3.0 to 4.9	4B. Electrical/Electronic - Includes electrical and electronic engineers and equipment maintenance officers not classified under Group 4C.
	21. Sonar - Includes specialists in the operation of sonar and related detection equipment.		4F. Aviation Maintenance and Allied - Includes aircraft maintenance officers and aeronautical engineers.
	25. Combat Operations Control - Includes specialists in forward area tactical operations and intelligence and in command post control activities.		4G. Ship Construction and Maintenance - Includes officers concerned with design, development, construction, production, alteration, maintenance, and repair of ships and their equipment.
	60. Aircraft and Aircraft Related - Includes aircraft engines, electrical systems, structural components and surfaces, and launch equipment.		4J. Safety - Includes ground, aviation, weapons, and nuclear safety officers.
	61. Automotive - Includes construction equipment and other wheeled and tracked vehicles.		4N. Other - Includes engineering and maintenance officers that are not readily classified in one of the previous groups.
	63. Missile Mechanical and Electrical - Includes missiles and missile systems and related components.		5E. Psychologists - Includes all psychologists and human performance engineers.
	65. Shipboard Propulsion - Includes marine main engines, boilers and auxiliary equipment.		5G. Chaplains - Includes ordained and other certified clergymen.
	66. Power Generating Equipment - Includes nuclear power reactors and primary electric generating plants.		5L. Research and Development Coordinators - Includes research and development directors, coordinators, and administrators.
	70. Metalworking - Includes specialists in the machining, shaping, and forming of metal and in the fabrication of metal parts.		
	92. Undesignated Occupations - Includes personnel or authorizations for personnel serving in duties of a special or otherwise undesignated nature.		

Table K-1. (Continued)

% Female	Enlisted Occupation Group and Definition	% Female	Officer Occupation Group and Definition
<i>Class 3</i>			
5.0 to 9.9	05. Air Crew - Includes pilots and navigators, flight engineers, and other air crewmen.	5.0 to 7.9	2G. Operations Staff - Includes combat, operations, and intelligence staff officers.
	07. Installation Security - Includes specialists who guard weapon systems, defend installations, and protect personnel, equipment, and facilities.		4A. Construction and Utilities - Includes civil engineers, architects, and other construction and utilities officers.
	10. Radio/Radar - Includes fixed and mobile radio, air traffic and tracking radar; communication, navigation, and electronic countermeasure gear.		4D. Aviation Maintenance and Allied - Includes aircraft maintenance officers and aeronautical engineers.
	12. Missile Guidance, Control and Checkout - Includes specialists in guidance, control and checkout equipment for guided and ballistic missiles.		4E. Ordnance - Includes weapons engineering and maintenance officers, excluding missile officers.
	13. Sonar Equipment - Includes specialists in underwater detection and fire control systems, oceanographic equipment, and related anti-submarine gear.		4M. Surveying and Mapping - Includes surveying, topographic and geodetic engineers, and cartographic and aerial mapping officers.
	15. ADP Computers - Includes all digital and analog computers.		5D. Social Scientists - Includes historians, economists, sociologists, and other social scientists except psychologists
	16. Teletype and Cryptographic Equipment - Includes teletype and associated on-and-off line encryption devices.		5J. Mathematicians and Statisticians - Includes mathematicians, statisticians, operations research analysts, and other mathematical scientists.
	19. Other Electronic Equipment - Includes training devices, inertial navigation systems, and electronic instruments specialists.		7L. Inspection - Includes Inspector General and technical inspection positions.
	49. Technical Specialists, N.E.C. - Includes physical science laboratory analysts, specialists in memorial activities, safety, NBC warfare, and firefighting and damage control, and other technical specialists and aids such as scientific and engineering assistants.		

Table K-1. (Continued)

% Female	Enlisted Occupation Group and Definition	% Female	Officer Occupation Group and Definition
	52. Clerical/Personnel - Includes combined personnel and administrative specialists and senior enlisted personnel whose primary responsibilities are non-technical.		
	62. Wire Communications - Includes specialists in the installation and maintenance of telephones, switchboards, and central office and related interior communications equipment.		
	64. Armament and Munitions - Includes small arms, artillery, mines, bombs and associated mountings, nuclear weapons, and ammunition renovation.		
	71. Construction - Includes specialists in construction trades and construction equipment operation.		
	72. Utilities - Includes plumbers, heating and cooling specialists, and electricians.		
	79. Other Craftworkers, N.E.C. -Includes specialists in trades such as molding, camouflage, and plastic work, which are not readily classifiable elsewhere in this section.		
	86. Forward Area Equipment Support - Includes specialists in parachute packing and repair, in aerial delivery operations, and in flight equipment fitting and maintenance.		
	90. Patients and Prisoners - Includes personnel holding patient or prisoner designations.		

**Table K-1. (Continued)**

<b>% Female</b>	<b>Enlisted Occupation Group and Definition</b>	<b>% Female</b>	<b>Officer Occupation Group and Definition</b>
<i>Class 4</i>			
10.0 to 10.9	22. Radar and Air Traffic Control - Includes the operation of surveillance, target acquisition and tracking radars, fire distribution devices, and air traffic control visual and electronic navigational aids.	8.0 to 9.9	7B. Training Administrators - Includes officers engaged in the planning, management, and operation of training programs.
	69. Other Mechanical and Electrical Equipment - Includes specialists in the maintenance and repair of mechanical and electrical equipment which is not readily classifiable in another group.		7N. Morale and Welfare - Includes band, recreation, and special services officers.
	83. Law Enforcement - Includes military police, protective and corrections specialists, and criminal and non-criminal inspectors and investigators.		8A. Logistics, General - Includes officers in broad, multifunction logistics activities not specific to a single class of supply or a single supply operation.
			8D. Procurement and Production - Includes contracting, property and other procurement and production officers.
			8E. Food Service - Includes club and mess managers and other food service officers.
			9E. Other - Includes billet designators, officers new to their occupational field, and other non-occupational officers and designations not included in the previous groups.



Table K-1. (Continued)

% Female	Enlisted Occupation Group and Definition	% Female	Officer Occupation Group and Definition
<i>Class 5</i>			
11.0 to 17.7	<p>06. Seamanship - Includes boatswains, navigators, and other seamanship specialists.</p> <p>20. Radio and Radio Code - Includes Operators of radio, radio teletype, and visual communications equipment.</p> <p>24. Intelligence - Includes the gathering, receipt, and analysis of non-signal intelligence data, the interrogation of prisoners, other language translators and interpreters, image interpretation, and specialists in counterintelligence and investigative activities.</p> <p>26. Communications Center Operations - Includes the receipt and distribution of messages, the operation of communications center equipment, and the operation of major field communications systems.</p> <p>41. Mapping, Surveying, Drafting, and Illustrating - Includes photomapping, map compiling, drafting, illustrating, and construction and topographic surveying and computing.</p> <p>42. Weather - Includes specialists in the collection of weather and sea condition data and in weather forecasting.</p> <p>45. Musicians - Includes military bands personnel and special band musicians.</p> <p>67. Precision Equipment - Includes optical and other precision instruments and office machines.</p> <p>76. Fabric, Leather, and Rubber - Includes specialists in the maintenance and repair of leather, rubber, and fabric.</p> <p>80. Food Service - Includes specialists in the handling, preparation, and serving of food.</p>	10.0 to 15.7	<p>1B. Executives, N.E.C. - Includes all directors, planners and executives not elsewhere classified, and all Marine Corps full Colonels.</p> <p>2F. Missiles - Includes guided and ballistic missile systems officers and unit commanders.</p> <p>3B. Communications Intelligence - Includes intercept, analysis, translation, cryptology, and related communications intelligence.</p> <p>3C. Counterintelligence - Includes installation, area, and other internal and counterintelligence.</p> <p>4C. Communications and Radar - Includes communications engineers and communications and radar design, installation, operation, and maintenance officers.</p> <p>5A. Physical Scientists - Includes physicists, chemists, geologists, and other physical scientists except meteorologists.</p> <p>5B. Meteorologists - Includes meteorologists and weather officers.</p> <p>5K. Educators and Instructors - Includes teachers and military college faculty members, excluding training administrators.</p> <p>6A. Physicians - Includes all allopathic and osteopathic doctors of medicine arranged by medical specialty.</p> <p>6C. Dentists - Includes all dental officers, arranged by dental specialty.</p> <p>7D. Comptrollers and Fiscal - Includes budget, finance, and accounting officers.</p>

**Table K-1. (Continued)**

<b>% Female</b>	<b>Enlisted Occupation Group and Definition</b>	<b>% Female</b>	<b>Officer Occupation Group and Definition</b>
	81. Motor Transport - Includes the operation of wheeled and tracked vehicles (except construction equipment) and railway equipment.		7H. Police - Includes enforcement, investigations, corrections, and security officers.
	82. Materiel Receipt, Storage and Issue - Includes specialists in the receipt, storage, issue, and shipment of general and specialized classes of supplies, excluding ammunition.		8B. Supply - Includes general, technical, and unit supply officers.
	84. Personal Service - Includes laundry, dry cleaning, and related services.		8E. Food Service - Includes club and mess managers and other food service officers.
	91. Officer Candidates and Students - Includes personnel or authorizations for personnel in training to become commissioned or warrant officers and personnel or authorizations for personnel in a student status.		9B. Students - Includes law students, medical students, flight students, and other trainees.
	95. Not Occupationally Qualified - Includes bootcampers and other personnel in a training status.		

Table K-1. (Continued)

% Female	Enlisted Occupation Group and Definition	% Female	Officer Occupation Group and Definition
<i>Class 6</i>			
17.9 to 24.4	23. Signal Intelligence/Electronic Warfare - Includes the intercept, translation, and analysis of foreign communications, and the operation of electronic countermeasures equipment.	15.8 to 25.9	3A. Intelligence, General - Includes strategic, general and technical intelligence gathering, analysis, interpretation, and summary.
	32. Biomedical Sciences and Allied Health - Includes specialists in environmental health/preventative medicine, veterinary medicine, optometry, physiology, diet therapy, medical equipment maintenance and other biomedical science and allied health specialists.		4K. Chemical - Includes chemical engineers and staff officers.
	40. Photography - Includes still, motion, and television camera specialists, precision photographic processing, editing and broadcasting.		5F. Legal - Includes lawyers and legal officers.
	50. Personnel - Includes specialists in personnel administration, personnel and manpower management, and recruiting and counseling.		6G. Veterinarians - Includes all veterinary officers and warrant officer food inspection technicians.
	53. Data Processing - Includes computer operators, analysts, and programmers and electric accounting machine operators.		6H. Biomedical Sciences and Allied Health Officers - Includes therapists, optometrists, pharmacists, podiatrists, biomedical laboratory, environmental health, psycho/social, physiologists, and other allied health and biomedical science officers.
	55. Other Functional Support - Includes specialists who provide support in the functional areas of supply accounting and procurement, transportation, flight operations and related areas.		6I. Health Services Administration Officers - Includes all medical and health care administration, management, logistics facilities, personnel, fiscal, and plans officers specifically related to health services administration and management.
	56. Religious, Morale and Welfare - Includes chaplains' assistants and specialists in theater, arts, sports, and related activities.		7A. Administrators, General - Includes adjutants, aides, general administrative officers, and others not classifiable in one of the following groups.
			7C. Manpower and Personnel - Includes manpower and personnel managers, administrators, and analysts, and related officers.
			7E. Data Processing - Includes computer systems officers.
			7F. Pictorial - Includes photographic, motion picture, and television officers.

**Table K-1. (Continued)**

<b>% Female</b>	<b>Enlisted Occupation Group and Definition</b>	<b>% Female</b>	<b>Officer Occupation Group and Definition</b>
			7G. Information - Includes public and internal information officers.
			8C. Transportation - Includes land, sea, and air transportation operations officers, and traffic and travel control officers.
			8F. Exchange and Commissary - Includes all officers involved in the operation and management of military exchanges and commissaries.

**Table K-1. (Continued)**

<b>% Female</b>	<b>Enlisted Occupation Group and Definition</b>	<b>% Female</b>	<b>Officer Occupation Group and Definition</b>
<i>Class 7</i>			
25.0 to 38.0	30. Medical Care - Includes all medical care and treatment, surgical, and therapy specialists. Dental care specialists are excluded.	27.4 to 74.0	5M. Community Activities Officers - Includes counselors and human relations officers.
	31. Ancillary Medical Support - Includes specialists in medical laboratory, pharmacy, and x-ray.		6E. Nurses - Includes professional nurses including general duty nurses, nurse specialists and command/staff nurses, arranged by specialty.
	33. Dental Care - Includes specialists in dental care and treatment and in dental laboratory services.		8G. Other - Includes printing and publications, housing and other supply service officers not classifiable in one of the previous groups.
	34. Medical Administration and Logistics - Includes specialists in health care, medical logistics and patient administration and management.		9A. Patients - Includes officers holding patient designations.
	51. Administration - Includes clerks, typists, and stenographers and legal and medical administrative specialists.		
	54. Accounting, Finance and Disbursing - Includes audit and budget specialists, disbursing clerks, and other related specialists.		
	57. Information and Education - Includes specialists in public affairs, radio/TV, and other types of information and education.		
	74. Lithography - Includes the making of printing plates, composing, and the operation of offset and letter presses.		

*Note.* The seven Classes correspond to the seven levels of the OCCLS variable. A value of zero for OCCLS indicates that the Duty Occupation was unknown on the member's record. Percentages were calculated using the August 1994 master files.

<sup>a</sup> N.E.C. is Not Elsewhere Classified

## **Appendix L**

### **Report Documentation Page**